



PRESIDENT

ABOUT THE COMPANY

The Koetter Group is a third-generation family-owned and operated business that specializes in design-build general contracting and commercial development. Founded in 1954 by Bob and Gladys Koetter, the company has grown from a small house framing business to one of the largest and most respected contractors in Southern Indiana and the Greater Louisville Kentucky area.

With 70 years of experience and expertise, the Koetter Group has completed projects in various markets, such as manufacturing, industrial, educational, retail, religious, healthcare, offices, recreational, medical, wine & spirits, as well as hospitality and entertainment. The company prides itself on its tradition of honesty, integrity, quality, and customer satisfaction.

WHAT YOU'LL BE DOING

Koetter Construction, a Koetter Group business, is seeking a dynamic President who can continue the strong family business legacy while working with the team to keep a healthy culture and team engagement, strategically improve the company continuously, and deliver superior results to customers and shareholders. The President, Koetter Construction is responsible for leading the Company's construction division. This includes the development of strategy, strategy deployment and realizing strategic goals. The President is responsible for all divisional performance results and goals, such as revenue, net profit, and cash flow. The role is responsible for the satisfaction of customers and serves as the ambassador for Koetter Construction to the market. The President will work with Company leadership and other division leadership collaboratively to improve the overall Company, including synergistic, interdivisional development projects and initiatives.

The ideal candidate is a collaborative leader with family business experience, has extensive expertise in contracting and/or development, and has proven results in developing, deploying, and sustaining strategies over the long-term. Key responsibilities will include:

Strategy

- Contribute to the Company strategic plan, lead division strategic planning, and lead strategy deployment and achievement of the division. Responsible for growing revenues and profits and helping team to remove obstacles for success.

Division Management

- Develop and maintain a division scorecard with Key Performance Indicators (KPIs) to track performance across all necessary functions and assign accountable KPI owners while maintaining the strong established culture. Develop, maintain and promote productive, long-term relationships with customers, sub-contractors and suppliers.



WHAT YOU'LL BE DOING CONTINUED

Financial Performance

- Create and achieve the annual division financial plan / budget, planned out monthly, in alignment with the strategic plan. Manage divisional financial performance and countermeasures to achieve the annual planned financial goals by having command of income statement, balance sheet, and cash flow for division and providing periodic financial projections and forecasts.

Talent and Employee Engagement

- Represent and promote Company Core Values. Make certain there are qualified, engaged leaders through optimal staffing, talent, and resources to achieve plans and strategies. Coach and develop the performance of direct reports both formally and informally, including annual evaluations and regular one-on-one discussions. Communicate readily and provide periodic updates of company news, events, and performance to the team.

Competencies

- Organizational Ownership/Values Alignment
- Organizational Leadership
- People Leadership
- Communication
- Adaptability
- Results Orientation
- Strategic Thinking & Entrepreneurialism
- Job Knowledge & Business Acumen
 - Construction, Construction Management or Similar Experience
 - Financial management and P&L ownership
 - Reading and interpreting financial statements
 - Construction financial improvement
 - Construction or contracting commercial management.





IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Must have 15+ years of executive leadership in a compatible industry, with construction industry leadership greatly preferred.
- Experience leading in a family-owned business.
- 10+ years of leading leaders experience
- 5+ years of P&L ownership preferred.
- MBA preferred, BA/BS with technical degrees preferred.
- Proven proficiency in leading all major departments preferred.

DESIRED PERSONAL ATTRIBUTES

- Passion and energy for the construction and development business
- Emotionally intelligent (even keeled with superior interpersonal skills)
- Proactive and self-confident, but not arrogant
- A leader who embraces and thrives in a fast-paced environment
- Enjoys handling a multitude of activities but is also able to delegate
- Innovative problem solver and creative thinker who engages the team collaboratively
- Strong communication and influencing skills (verbal and written)

LOCATION AND TRAVEL

The Koetter Group's headquarters are in Floyds Knobs, IN. The President should expect to be present in the office or at work sites daily and will travel within the region as required.

THE PAYOFF

The Koetter Group was honored to receive the 2023 Top Workplaces award! This is an outstanding opportunity to lead a very successful family-owned company with an impressive history and outlook for the future.





LEARN MORE & APPLY

This executive search is being led by **Julie George, Jenny Caccimelio and Jeff Moore**. Use the contact information below to reach out via email with any questions. Please reference the position title and organization in the email header.



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