



PRESIDENT & CEO

CINCINNATI, OH

ABOUT THE COMPANY

United Dairy Farmers is a family owned and founded company committed to making quality ice cream and baked goods operating more than 170 convenience stores in the Greater Cincinnati, Dayton, Columbus, Northern Kentucky, and Southeast Indiana areas. Since its inception in 1940, they have expanded to also be a regional fuel distributor, ice cream co-manufacturer, bakery, real estate and logistics company.

KEY FACTS

- 3,200 full and part time associates
- Logistics/Warehouse Hub – Erlanger KY – 3 Facilities with over 400K square feet of temperature-controlled storage, including Cold Chain Integrity (CCI - Third Party cold storage) and transportation fleet (CDL) providing distribution for UDF and third-party customers
- Bakery Production & Fresh Distribution Facility – Blue Ash Ohio
- Ice Cream Plant – Norwood, OH
- Prescott Petroleum Terminal – Lebanon, OH

THE OPPORTUNITY

- Would you like to lead an iconic 85-year-old regional brand in the convenience store/ice cream/3rd party warehousing business into the future?
- Would you like to work with a team of dynamic leaders across a variety of businesses in this \$1B family-owned business?
- Are you energized by the opportunity to work with a board of dedicated family members? In this role, you'll lead strategy and execution to keep outperforming national chains.





WHAT YOU'LL BE DOING

- Leads the development of the overall Company Mission, Vision and Strategy. Leads internal stakeholders through strategic planning processes.
- Holds full P&L responsibility and leads strategy and business plan development to drive growth, revenue, and profitability.
- Strategically leads the Retail and Food Manufacturing teams to develop, deliver and assess food service initiatives, products and solutions for internal and external customers.
- Oversees and participates in business development /management activities related to third party business customers (Wholesale, CCI, Co-Pack, etc.).
- Plays an active role partnering with the Board in Treasury, Real Estate and Financial affairs ensuring investments and related decisions are consistent with the overall strategic vision for the Company.
- Actively monitors revenue, cost and labor and proactively ensures direct reports adjust programs/initiatives to maximize quality, revenue, profitability and growth.
- Develops processes and metrics to assess the effectiveness and performance of all organizational programs.
- Ensures business compliance with all applicable regulatory requirements and internal risk policies.
- Leverages industry benchmarks to align staffing levels and organizational structure.
- Fosters a culture of continuous improvement, emphasizing systems optimization, automation, efficiency, and productivity.
- Develops, implements and monitors progress on UDF business profit improvement initiatives to improve revenues, reduce expenses, and/or increase production.
- Develops long-term customer and supplier relationships. Increases market share by assuring that systems are in place to define and meet constantly changing customer expectations for products solutions and services.
- Works with direct reports to provide capital expense projects and future projections including building and equipment for areas of oversight.
- Collaborates with the CFO and finance team to analyze performance, identifies key financial trends, and drive timely expense and revenue improvements. Supports the development of transparent, reliable management reporting.
- Identifies growth opportunities and leads negotiations with potential partners.
- Delivers regular updates to the Board of Directors and collaborates on key and ad hoc committees as directed.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree/MBA/Master's degree preferred.
- Demonstrated leadership and management experience at a senior /executive level with overall responsibility across multiple categories/business units simultaneously.
- At least 10+ years of financial oversight of a \$250M+ organization. Ability to develop and execute financial processes that align with the organization's goals.
- Previous experience and in-depth knowledge in one or more of the following areas is highly preferred: Convenience Stores, Food Retailing, Food Manufacturing, Consumer Packaged Goods (CPG), Logistics or Supply Chain, or Quick-Service Restaurants.
- Excellent interpersonal, communication, analytical, and problem-solving skills.
- Innovative thinker that can drive positive results throughout the division/organization.
- Strong team leadership, multitasking, adaptability, and relationship-building skills, including the ability to influence senior managers.
- Experience and comfort operating in a family run environment.
- Ability to motivate team, work independently, manage multiple projects, work under pressure, and adapt to sudden changes in the work environment.
- Skilled in managing complex, fast-paced environments, adhering to schedules and budgets, while balancing multiple projects at different stages.
- Leverages data and analytics to inform key decisions and drives this approach within the team.

KEY PERSONAL ATTRIBUTES

- Upbeat, positive management style that fosters engagement and a team attitude.
- Provides timely, constructive feedback to direct reports, fostering their development and offering growth opportunities.
- Develops the appropriate talent pool to ensure adequate bench strength and succession planning; recognizing and rewarding associates for accomplishments.
- Drives associate engagement within the team, as measured by regular surveys.

THE PAYOFF

You will be recognized as the leader of a successful, family-owned organization in a highly competitive industry, where thousands will value your leadership in fostering career growth within a family-oriented, friendly work environment.



Please email
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