



CHIEF EXECUTIVE OFFICER

Job Description

Opening Date: January 26, 2023
Closing Date: **Until Filled**
Reporting Relationship: **IMDG Board of Directors (Chain of Command)**
Employment Status: Full-Time, Salaried, Exempt
Preference: Native American Preference, Veteran Preference

POSITION SUMMARY

The Chief Executive Officer (CEO) is responsible for providing strategic leadership for the company by working with the board of directors and the executive management team to establish long-range goals, strategies, plans, and policies.

This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee. Duties, obligations, and activities may change, or new ones may be assigned at any time.

ESSENTIAL FUNCTIONS

- Establishes credibility throughout the organization and with the board as an effective developer of solutions to business challenges.
- Provides leadership and management to ensure that the mission and core values of the company are put into practice.
- Drives continued company revenue growth and the company to achieve and surpass sales, profitability, cash flow, and business goals and objectives.
- Spearheads the development, communication, and implementation of effective growth strategies and processes.
- Collaborates with the executive management team to develop and implement plans for the operational infrastructure of systems, processes, and personnel designed to accommodate the company's growth objectives.
- Motivates and leads a high-performance management team; attracts, recruits, and retains executive team members; provides mentoring as a cornerstone to the management career development program.
- Acts as lead "client-care officer" through direct contact with every client, vendor, and partner.
- Assists, as required, in raising additional capital at appropriate valuations to enable the company to meet sales, growth, and market share objectives, including through personal guarantees when necessary.
- Fosters a success-oriented, accountable environment within the company.
- Represents the firm with clients, investors, and business partners.

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- Directs all the corporation's managed verticals, including consumer lending, housing development, construction, IT, government contracting, Anaakyaaniin Wellness Center project management, custom home-building, Little River Trading Post, and non-profit support.
- Moves to diversify further and expand opportunities in all the verticals or new verticals.
- Managing compliance processes for all ARPA and BIL dollars under the company's management.
- Ambassadorship for the corporation and managed entities with Congress, the Executive Branch, the Consumer Financial Protection Bureau, and certain state attorneys general, including as a Board Member of the Online Lenders Alliance.
- Guiding implementation of the board's initiatives out of strategic planning, including but not limited to board succession planning and informational public relations initiatives.

COMPETENCIES

- Strategic Thinking
- Business Acumen
- Leadership
- Results Driven
- Financial Management
- Problem Solving/Analysis
- Collaboration Skills

SUPERVISORY RESPONSIBILITY

This position manages subordinate supervisor(s) who supervise employee(s) and is responsible for the overall direction, coordination, and evaluation of these units. The CEO also directly leads non-supervisory employees. This position's responsibilities include interviewing, and hiring employees, planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

POSITION TYPE

- This position is a full-time, salaried, exempt position.

TRAVEL

- This position requires up to 50% travel. Frequently travel is outside the local area and overnight.

REQUIRED EDUCATION/EXPERIENCE

- Bachelor's Degree.

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- 10 to 15 plus years in various management/leadership roles in multiple businesses and industries.

PREFERRED EDUCATION/EXPERIENCE

- Master of Business Administration
- 20+ years in various management/leadership roles in various businesses and industries.

BENEFITS

- Health, Vision, and Dental Insurance
- Company Paid Life, Accidental Death, and Dismemberment Insurance
- 401(k)
- Employee Assistance Program
- Employee Hardship Assistance
- Education Assistance
- Paid Time Off
- Paid Holidays

EQUAL OPPORTUNITY EMPLOYER

IMDG is an Equal Opportunity Employer, and except to the extent required by its Native American Preference Policy and Veteran Preference Policy, IMDG prohibits discrimination based on race, color, creed, religion, sex, pregnancy, age, national origin, marital status, physical or mental disability, or any other basis protected by applicable law. This applies to all employment decisions, including hiring, promotion, termination, and other matters affecting terms and conditions of employment.

Island Mountain Development Group is a drug-free work environment. Pre-employment drug testing may be required. Applicants must consent to a background check.

**Applications may be completed online at www.islandmtn.com
or can be requested by contacting :**

Island Mountain Development Group, Human Resources Department
PO Box 470 Hays, Montana 59527 Phone: 406-673-3031 or Fax to: 406-673-3023
E-Mail: Denise.Doney@islandmtn.com

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