Job Title: West Coast Regional Leader

Firm Name: NELSON Worldwide  www.nelsonworldwide.com

City Position is Located in: We are seeking to fill this position in Seattle, WA; Pleasanton, CA; San Jose, CA or Los Angeles, CA

Firm Profile: NELSON is an award-winning firm delivering architecture, interior design, graphic design, and brand strategy services that transform all dimensions of the human experience, providing our clients with strategic and creative solutions that positively impact their lives and the environments where they work, serve, play, and thrive. Our collective network includes more than 1,100 teammates in 25 offices, combining industry experience, service expertise, and geographic reach to deliver projects across the country and around the world. Client partnerships across the NELSON network include: Bank of America, Saks Fifth Avenue, Google, Oracle, Hershey’s, Cisco, Kroger, Simon Property Group, Macy’s, Westfield, SAP Fieldglass, HILTON, Target, T-Mobile, Dick’s Sporting Goods, American Girl, YUM! Brands, and many more. Visit www.nelsonworldwide.com to learn more.

Salary Range: Negotiable

Job Description & Requirements:

The Regional Leader drives growth through cultivating client relationships, establishing new market opportunities, and by providing leadership to the architecture and interior design studios. Will advance NELSON’s market reputation and brand by actively engaging in industry associations and events, and through expanding existing client relationships and developing new lines of work. They are the liaison between the NELSON Executive Leadership Team and the region and are responsible for providing an understanding of all pertinent business information considerations, tangible and intangible, needed for strategic planning and operational decisions. The Regional Leader has final operational authority for all business activities within the region and directly reports to the NELSON Chief Operating Officer.

Essential Duties and Responsibilities include-

- Ultimate accountability for Regional Revenue and Profitability Percentage
- Focused on creating an overarching strategic plan for regional growth in direct support of the NELSON corporate and practice strategy.
- Execute strategy to include but not limited to retaining and expanding current client relationships, driving increased revenue and profit streams, selection of new strategic business ventures for development and launch, and ensuring all regional activities both compliment and move forward the NELSON vision.
- Gather market and competitor intelligence and translate into effective positioning of NELSON and continuously gauge appropriate service offerings.
• Collaborate with Practice Leaders, Service Line Leaders, Market Leader and Regional Operations Leaders, and others to develop a thoughtful and integrated go-to-market strategy.
• Serve as an ambassador of NELSON to the region ensuring the growing strength of the NELSON brand across current and future business opportunities.
• Foster an environment to elevate and support NELSON’s, Vision, Mission, Values and Culture and Strategic Priorities.
• Facilitate the effective integration of multiple offices within the region.
• Maintain vigilance on all business Profit and Loss indices to include but not limited to accounts receivable, overhead and support expenses, staff utilization, overtime, staffing, and other business projection tools.
• Establish and manage annual revenue projections for each regional location and corresponding Practice Area with Regional Operations Leader.
• Ensure that talent planning and management occurs at all leadership levels including succession planning, talent assessments and training and development.
• Continuously remained focused on attracting and retaining top talent and driving a culture of diversity and inclusion.

Required Knowledge and Skills:

• Maintains and builds a deep industry network, including Key player and “who’s who” in the markets represented
• Proven experience growing revenue organically, as well as new clients or markets.
• Proven ability to build organizations towards meeting future market opportunities.
• Skilled vision caster and communicator with well-developed and proven motivational skills.
• Self-confident personal style; able to present ideas to important constituencies, earning the confidence and trust of others; perceived as a thought leader; has the ability to deal with ambiguity and adapt to changing business conditions
• Ability to integrate market, competition, trends, organizational state and other issues into a coherent vision for change, development and growth
• Expert team builder and experienced leader of business operations, staff development, business development, small team operations and executive senior staff teams.
• Multifaceted business experience, able to effectively act across every Service Line and Practice Area and support function in the region.
• Intelligent, decisive, quick, forward-thinking, strategic, and tactical executive; proven ability to work across an organization at all levels with technical, creative, and executive team members
• Individual mentoring skills across multiple business disciplines; capable of fostering creativity and innovation at every level of the regional enterprise.
• Intimate understanding of business financial reporting and keen ability to translate these into successful business strategies and operational business processes.
• Experienced team player with demonstrated ability to communicate and execute NELSON Executive Team strategies and visions to the region.
- Established ability to appropriately delegate authority and maintain accountability in a large organization.
- Expert negotiator capable of successfully positioning the talent and quality of NELSON deliverables and mitigating client grievances.
- Exceptional influencing skills and preferred experience working across many areas and levels of an organization

For qualified candidates, please apply directly here: https://recruiting.ultipro.com/NEL1004/JobBoard/93f88d2e-48c3-8a67-e70e-f096e2992db4/?q=&o=postedDateDesc

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