

## President & Chief Executive Officer

Encorp Pacific (Canada)

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## Candidate Profile

### Priority Criteria

- 1 Experience:** The ideal candidate is an experienced, forward thinking and progressive organizational leader who has demonstrated success in a complex, multi-stakeholder environment. Exposure to stewardship organizations, the beverage industry or other parallel organization is beneficial. Experience managing geographically dispersed operations is also preferred.
- 2 Leadership:** Has the ability to lead, develop and inspire a talented management team. Has a collaborative approach and has built a strong sense of team throughout an organization. Able to create an environment where people are motivated to continually look for opportunities to enhance operational and financial performance. Highly visible throughout an organization.
- 3 Strategic:** A future-oriented thinker, who is aware of the macro and microeconomics that affect a business. Can lead a management team in the development of a strategic plan that sets the vision and strategy for the organization. Can translate the strategy into results. Has operated in a complex environment and worked with colleagues to advance industry-wide initiatives or collaborations.
- 4 Operations:** Brings a solid understanding of how logistical planning and technological innovations can impact on organizational success in the context of an organization with parallels to Encorp Pacific.
- 5 Government and Stakeholder Relations:** Brings strong exposure to government relations, ideally at all three levels. Understands that Encorp Pacific must work within the context of a multi-stakeholder, political mandate and policy framework. Has the demonstrated ability to communicate openly and effectively to build strong and productive relations preferably with depot owners/managers, industry stakeholders, government officials, and politicians.
- 6 Financial Acumen:** Possesses strong financial acumen. Has the ability to lead a company in the achievement of financial objectives. Has the skills to present the financial performance and challenges to an external audience in an articulate and comprehensive manner. Has an ability to fully analyze the income statement and balance sheet.
- 7 Communication Skills:** An effective and articulate oral and written communicator. Articulates ideas and concepts in an audience appropriate manner and uses active listening skills to engage others in dialogue. Ideally having been trained in media relations, candidates must be comfortable addressing the media. Enjoys gaining insight and ideas from others. Advanced relationship management skills.
- 8 Technology Savvy:** Has an appreciation for the need to leverage technology in driving efficiency, profitability, customer service and financial performance. Has demonstrated the ability to drive behaviour and practices that fully capitalize on the investment in technology. Capable of instilling a business culture that utilizes analytics, metrics, and data in decision making and planning. Understands and appreciates the use/benefits of emerging AI applications in the Encorp business.
- 9 Personal Style:** Respected for strong ethics and integrity. Has a strong moral compass. Is dedicated to delivering on a corporate mandate and will do what it takes to get the job done. Is respectful of colleagues, while also holding them accountable.
- 10 Governance:** Understands corporate governance principles and is experienced in working with Boards of Directors comprised of senior executives from industry.

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