

RAVENHILL STUDIO

Managing Director

Ravenhill Studio is seeking a creative and driven Managing Director to lead our small but mighty Studio. The Managing Director is effectively second in command and is responsible for the overall growth, profitability, and success of the Studio, leading the team to meet or exceed our ambitious growth and profit objectives.

The Managing Director at Ravenhill Studio is passionate about American small craft production and has a deep desire to succeed in this competitive and changing industry. The MD serves as the Studio's integrator, driving vision, accountability, cohesion, and sustainable growth across Operations, Sales, Marketing, and Design.

Working directly with the Studio Principal, the Managing Director refines and executes our business plan to ensure that the Studio can grow, prosper and pivot when needed. The Managing Director leads high-impact projects across departments and supports the leadership team with actionable insights and project management accountability.

The Managing Director sees problems before they exist and is the point person for resolving cross-departmental issues. The Managing Director serves as mentor and coach, helping hold people accountable for shared goals and ensuring that the Studio is working together to its greatest potential. The MD is someone who finds comfort in making hard decisions for the opportunities they provide.

Responsibilities

The Managing Director will:

- Drive Vision
 - Manage the company business plan and annual budget, achieving or exceeding planned Profit & Loss objectives.
 - Develop and drive clear strategies for growth.
 - Effectively collaborate with the Studio Principal and Directors to stay aligned with the Studio Vision.
 - Develop a deep understanding of our market and industry to assess risks and recommend strategies for growth.
 - Proudly represent the Studio and tell its story.
- Manage People and Process
 - Effectively manage Studio Priorities across teams, using transparency and clear communication. This includes creating and maintaining the Studio's interdepartmental meeting calendar.

- Lead, manage and hold the leadership team accountable for achieving commitments. This includes planning and running weekly Directors' meetings and quarterly Director off-sites.
- Demonstrate a relentless obsession with focus, simplicity, clarity, and values.
- Manage our HR Consultant to actively run Human Resources at the Studio including such tasks as supporting managers with check-ins, hiring, and annual reviews.
- Manage our Finance team and consultant(s).
- Manage Issues and Data
 - Resolve issues effectively by seeing the problem, being comfortable with conflict, and solving problems in a practical and healthy manner.
 - Maintain streamlined company metrics and ensure accountability to metrics across departments.
 - Actively use Studio budget to drive strategy and focus resources.

Qualifications

- 5+ years of experience in operations, with 3+ years of management experience. Experience in manufacturing or design is a plus.
- Bachelors in Business Administration or Master of Business Administration, relevant fields considered
- Proven experience in leading and growing a business.
- Ability to communicate clearly with high EQ and effectively delegate.
- Excellent and dependable organizational skills.
- Demonstrated ability to see the big picture and work dynamically with large teams.
- Proficiency with QuickBooks Enterprise, Excel and other programs to generate reports, inventory strategies and business plans.
- An ability and desire to lead through active support and dynamic coordination.
- A love of art and design and a deep desire to be an active member of that community.

Benefits

- The position is full time, in-person with a \$150K+ salary dependent on experience
- Very Healthy Quarterly Profit Sharing Program
- Medical, dental, vision and life insurance
- Paid time off and winter holiday break
- Retirement plan contributions
- Employee Lunch Program
- Discount on Ravenhill Studio products

If this sounds like you, please send your application to careers@ravenhillstudio.com. Due to the large number of submissions, we may not respond to all inquiries.

In your cover letter, please share what drives you, why you're excited about our Studio, and an example of your problem-solving skills (this can be a story, an object, anything that demonstrates the way you think and work).

In addition, please provide the following:

- Resume
- The size of the largest team/company you've managed or helped run
- Your favorite 1-3 business management books
- Desired compensation range
- Date you can start