

So you need interim staff.....

General Manager

At Sandar, we provide contract *General Managers* and C-suite staff to help you over that recruitment gap, or to stand-in whilst key staff are absent, or even if you are restructuring and haven't decided yet how the organisation will be structured.

Experienced interim General Managers are brought on board to keep the business delivering its products and services, giving breathing space and providing operational assurance, perhaps develop business plans, and ensuring business continuity. A general manager typically oversees all aspects of operations within a company, organisation or factory. The GM is responsible for maintaining a smooth flow of work between business units/departments and for resolving interdepartmental conflicts. The General Manager is typically the chief problem solver who keeps the company on schedule with regard to production and meets or exceeds the goals set by the board.

General Manager - Typical Role

- Directs, monitors, and leads the staff in the development and implementation of strategies and work plans to achieve the vision and mission.
- Directs the management for all aspects of human resources, including hiring, termination, salary, administration, job descriptions, regular staff meetings, performance evaluations, policy and procedures that fully conform to current laws and regulations and timely communications with staff.
- Directs the preparation of the group's business plan and budget, and monitors and controls the group's budget plan; coordinates preparation of a written annual report of the group's financial condition and provides it to shareholders.
- Directs design, business development, marketing, promotion, delivery and quality of programs, products and services.
- Delegates duties as appropriate and supervise staff, contractors, volunteers, and external service providers.
- Directs the brand management for the group and monitors the resources used and images portrayed by the group.
- Directs the group's compliance with statutory and legal obligations as set by Australian and International governing bodies and Governments.
- Evaluates progress toward the groups vision and goals, identifies problems, and reports performance progress and findings with recommendations for plans and policies to the Board.
- Maintains the group's governing documents and policies.
- Represents the group, as required, at internal and external functions and assures the company and its mission, programs, products and services are consistently presented in a strong and positive image.

General Manager - Qualities

- Strong organisational skills
- Knowledge of overall business practices
- Emotional intelligence (EQ) in dealing with issues
- Visible strategic leadership across the business
- Coaching skills

General Manager - Competences

- Strong financial, IT and business management skills.
- Strong project management skills, ability to work unsupervised.
- Experience of the development and marketing of products and services to customers, business and government
- Demonstrated experience leading a team, contractors and volunteers
- Excellent verbal and written communication and outstanding interpersonal skills, including negotiation and liaison skills
- Is able to analyse, diagnose, design, plan, execute and evaluate work to time, cost and quality targets.
- Exhibits thorough familiarity with business methods, procedures, tools, equipment and standards.
- Is able to apply EQ in making the correct choices from alternatives and then act to implement those decisions in a timely way.

General Manager - Typical Experience

- Demonstrated experience in the management of a range of services such as business planning and performance; business analysis and improvement; marketing and external relations. Implementation of complex legislation, processes and compliance.
- Development of new business opportunities and unspecified strategic initiatives.
- Leading a team in the preparation of business plans and strategy documents.
- A track record of effectively delivering successful programs as part of a team.
- A thorough knowledge of company structures and the role and importance of each business unit/department.
- 15 years + as the CEO or Group General Manager in medium to large scale enterprises.
- Demonstrated sound business acumen and a capacity to operate in a highly entrepreneurial environment amid complexity and an ever-changing environment.
- Outstanding interpersonal skills and high level oral and written communication including high level negotiation skills with stakeholders and unions.
- Extensive knowledge of business operations (finance, IT, operations) and a broad understanding of the impact of legislation, Industrial Awards and government policy.