



JOB DESCRIPTION

ESS Executive - COO Network

Engagement Model: Executive Compensation Based on Experience

Location: Global | USA | Vietnam | Remote Opportunities

About the Network

The ESS Executive - COO Network is an exclusive community of Chief Operating Officers, Chief Transformation Officers, Presidents, Managing Directors, Vice Presidents of Operations, and enterprise leaders responsible for translating business strategy into operational execution.

This network is designed for senior executives who have successfully led organizational growth, business transformation, operational excellence initiatives, digital transformation programs, and large-scale operational organizations.

Members of the network gain access to executive leadership opportunities, board-level visibility, strategic advisory engagements, business transformation initiatives, and global executive search assignments.

Areas of Expertise

We welcome operational leaders with expertise in one or more of the following areas:

Enterprise Operations Leadership

- Enterprise Operations Management
- Business Performance Management
- Strategic Execution
- Operational Governance
- Organizational Effectiveness
- Enterprise Scaling

Business Transformation

- Organizational Transformation
- Business Process Reengineering



- Operating Model Design
- Change Management
- Growth Transformation
- Turnaround Management

Operational Excellence

- Lean Enterprise
- Operational Excellence Deployment
- Continuous Improvement
- Productivity Improvement
- Cost Optimization
- Performance Management Systems

Digital & AI Transformation

- AI-Enabled Operations
- Digital Transformation
- Process Automation
- Smart Operations
- Data-Driven Decision Making
- Technology Integration

Commercial & Financial Leadership

- P&L Management
- Revenue Growth Enablement
- Cost Management
- Capital Allocation
- Strategic Planning
- Business Expansion

Global Operations

- Multi-Country Operations
- Shared Services
- Global Supply Chain
- Cross-Border Expansion



- International Business Management
- Regional Operations Leadership

Ideal Candidate Profile

Executive Leadership Experience

- Minimum 15 years of progressive leadership experience.
- Experience serving as COO, President, Managing Director, Chief Transformation Officer, VP Operations, or equivalent executive role.
- Proven track record leading large organizations through growth, transformation, or operational turnaround.
- Experience managing enterprise-wide operations with significant business impact.

Business & Operational Expertise

Strong expertise in one or more of the following:

- Business Transformation
- Operational Excellence
- Enterprise Operations
- Strategy Execution
- Supply Chain & Operations
- Organizational Design
- Performance Management
- Digital Transformation

Leadership Capabilities

- Enterprise-level strategic thinking.
- Strong executive presence and boardroom credibility.
- Ability to align people, processes, technology, and strategy.
- Proven capability to lead complex change initiatives.
- Experience influencing senior leadership teams, investors, and boards.

Global Perspective

- Experience operating across multiple countries, markets, and cultures.



- Understanding of global business environments and international growth challenges.
- Ability to lead distributed teams and multinational operations.

Educational Background

- Bachelor's degree or higher in Business Administration, Operations Management, Engineering, Finance, Economics, or related disciplines.
- MBA or advanced executive education is strongly preferred.

Opportunities Available Through the Network

Members may be considered for opportunities such as:

Executive Leadership Positions

- Chief Operating Officer (COO)
- President
- Chief Transformation Officer
- Managing Director
- VP Operations
- Chief Business Officer
- Group COO
- Regional COO

Strategic Advisory Roles

- Transformation Advisor
- Growth Advisor
- Operational Excellence Advisor
- Digital Transformation Advisor
- Executive Mentor

Executive Search Assignments

- PE-Backed Portfolio Companies
- Family Business Transformation
- Manufacturing & Industrial Organizations
- Technology & Digital Businesses
- Growth-Stage Companies



- Multinational Enterprises

Fractional & Interim Opportunities

- Fractional COO
- Interim COO
- Transformation Leader
- Turnaround Executive
- Post-Merger Integration Leader

Why Join the ESS Executive - COO Network?

Executive Opportunities

Access high-impact executive leadership roles and transformation assignments that are rarely available through traditional recruitment channels.

Strategic Influence

Engage with organizations seeking experienced leaders capable of driving growth, transformation, and operational excellence.

Global Community

Connect with fellow COOs, enterprise leaders, board advisors, investors, and business owners across industries and geographies.

Business Transformation Impact

Contribute to organizations undergoing significant growth, restructuring, digital transformation, or operational change.

Long-Term Leadership Development

Remain connected to future executive opportunities, advisory engagements, and board-level pathways.

Join the Network

Become part of a distinguished community of operational leaders shaping the future of business performance, transformation, and organizational excellence.

Submit your executive profile today to join the ESS Executive - COO Network.

The Right Leadership. The Right Execution. The Right Future.

