



## JOB DESCRIPTION

### **ESS Executive - Fractional COO Network**

**Engagement Model:** Fractional Leadership | Advisory Board Roles | Strategic Consulting | Interim Management

**Location:** Global | USA | Vietnam | Hybrid & Remote Opportunities

### **About the Network**

The ESS Executive Fractional COO Network is an exclusive community of experienced Chief Operating Officers, operations executives, transformation leaders, and business scaling experts dedicated to helping organizations accelerate growth through flexible executive leadership.

Designed for seasoned leaders who prefer advisory, interim, and fractional executive engagements, the network provides access to high-impact opportunities with startups, SMEs, family businesses, private equity-backed companies, and growing enterprises across global markets.

Members gain access to a trusted ecosystem of CEOs, founders, investors, and business owners seeking operational leadership without the commitment of a full-time executive hire.

### **Areas of Expertise**

#### **Operational Leadership**

- Business Operations
- Operational Strategy
- Business Scaling
- Performance Management
- Organizational Effectiveness
- Business Execution

#### **Growth & Scale-Up**

- Startup Scaling
- SME Growth
- Expansion Strategy
- Market Development
- Operating Model Design
- Revenue Operations



## **Transformation & Excellence**

- Operational Excellence
- Business Transformation
- Digital Transformation
- ERP Deployment
- Process Improvement
- Organizational Change

## **Executive Advisory**

- CEO Advisory
- Board Advisory
- Leadership Coaching
- Strategic Planning
- Governance Support
- Performance Reviews

## **Ideal Candidate Profile**

### **Executive Leadership Experience**

- Current or former COO, General Manager, VP Operations, Business Unit Leader, Managing Director, or equivalent executive role.
- Proven track record leading growth, operational improvement, or business transformation initiatives.
- Experience working directly with CEOs, founders, boards, or investors.

### **Operational Expertise**

- Strong understanding of business operations, organizational design, performance management, and scaling strategies.
- Experience leading cross-functional teams and enterprise initiatives.
- Ability to quickly diagnose challenges and implement practical solutions.

### **Advisory Capabilities**

- Strong communication and executive presence.
- Ability to influence stakeholders and drive alignment.
- Experience operating in fast-changing business environments.

### **Educational Background**



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

## **Opportunities Available Through the Network**

### **Fractional Executive Roles**

- Fractional COO
- Fractional Operations Director
- Fractional Business Leader
- Fractional Transformation Executive
- Fractional Chief of Staff

### **Advisory & Board Opportunities**

- Operating Advisor
- Strategic Advisor
- Advisory Board Member
- Independent Board Advisor
- Growth Advisor

### **Interim Leadership Assignments**

- Interim COO
- Interim Operations Director
- Interim General Manager
- Interim Transformation Leader
- Interim Business Executive

### **Business Transformation Programs**

- Scaling Initiatives
- Operational Excellence Deployment
- ERP & Digital Transformation
- Organizational Restructuring
- Performance Improvement Programs

## **Join the Network**



Become part of a distinguished community of operational leaders helping organizations scale, transform, and succeed through flexible executive leadership.

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

**The Right Leadership. The Right Execution. The Right Results.**