



CHIEF EXECUTIVE OFFICER

Job Description

POSITION OVERVIEW

The Chief Executive Officer serves as the senior executive responsible for the overall leadership, performance, and strategic direction of West Oahu Aggregate and Pineridge Farms. The CEO will work closely with ownership, senior management, employees, customers, vendors, financial partners, and community stakeholders to strengthen existing operations, develop future leaders, create organizational alignment, and position the enterprise for continued success across future generations.

KEY RESPONSIBILITIES

Strategic Leadership

- Develop and execute a clear vision and long-term strategy for the enterprise.
- Evaluate each business line for growth potential, profitability, competitive position, and resource allocation.
- Lead strategic planning initiatives and establish measurable organizational objectives.
- Identify opportunities for expansion, operational improvement, and diversification.
- Guide the organization through succession planning and long-term organizational development.
- Foster a culture of continuous improvement and forward-thinking leadership.

Operational Leadership

- Oversee all operational aspects of the business and ensure consistent execution across business units.
- Establish management systems that promote accountability, performance, and alignment.
- Lead annual operating plan development and execution.
- Implement key performance indicators and dashboards that provide visibility into organizational performance.
- Evaluate organizational structure and align responsibilities, authority, and accountability.
- Drive operational excellence, process improvement, and organizational effectiveness.



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Financial Stewardship

- Ensure the financial strength and long-term sustainability of the enterprise.
- Drive profitable growth while maintaining disciplined financial management.
- Oversee budgeting, forecasting, financial planning, and performance measurement.
- Evaluate capital allocation decisions and strategic investments.
- Build strong relationships with banking partners and other financial stakeholders.
- Balance reinvestment opportunities with ownership objectives and long-term enterprise value creation.

People & Culture

- Build and maintain a culture grounded in trust, respect, accountability, and teamwork.
- Recruit, develop, mentor, and retain high-performing leaders and employees.
- Establish systems for performance management, recognition, and employee development.
- Strengthen employee engagement and organizational communication.
- Promote a workplace where people feel valued, respected, and connected to the organization's mission.
- Lead by example through integrity, humility, consistency, and visible commitment to the workforce.

Relationship Management

- Establish strong relationships with customers, vendors, community partners, and industry stakeholders.
- Conduct regular engagement with key customers and suppliers to strengthen partnerships and identify opportunities.
- Protect and enhance the reputation and brand equity of the enterprise.
- Serve as a trusted representative of the organization within the community and business environment.

Board & Ownership Partnership

- Maintain a transparent and collaborative relationship with the Board.
- Provide regular updates regarding operational performance, strategic initiatives, risks, and opportunities.
- Support ownership's vision for sustained growth and preservation of the family's legacy.
- Respect the distinction between governance and management while building a productive partnership founded on trust and communication.



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QUALIFICATIONS & LEADERSHIP PROFILE

The successful candidate will be an accomplished executive who combines strategic leadership, operational excellence, financial acumen, and a deep commitment to people. They will possess the credibility and character necessary to earn the trust of ownership, employees, customers, and business partners while leading the organization through its next phase of growth and succession.

Required Qualifications

- Minimum of 10+ years of senior leadership experience with responsibility for business operations, financial performance, and organizational leadership
- Demonstrated success leading a significant operating company, division, or multi-site enterprise with responsibility for strategy, execution, and results.
- Proven ability to develop leaders, build high-performing teams, and create alignment and accountability across an organization.
- Strong financial and business acumen, including experience with budgeting, forecasting, capital planning, operational analysis, and performance management.
- Experience leading organizational growth, transformation, restructuring, or succession initiatives.
- Ability to translate long-term vision into practical and measurable business outcomes.

Preferred Qualifications

- Experience within construction materials, aggregates, agriculture, manufacturing, distribution, transportation, logistics, industrial services, or similarly complex operating environments.
- Experience working within a privately held, family-owned, founder-led, or closely held business environment.
- Experience overseeing multiple lines of business and diverse operational functions.
- Familiarity with capital-intensive operations and equipment-based industries.
- Established experience building relationships with lenders, financial institutions, and strategic advisors.

Leadership Profile

- A relationship-oriented leader who listens first, builds trust naturally, and values people as individuals, not simply as employees or business partners.
- A leader of unquestioned integrity who demonstrates sincerity, transparency, accountability, and sound judgment.
- An operationally engaged executive who enjoys understanding how the business works and partnering with employees at every level of the organization.
- An innovative thinker who can identify opportunities for improvement and growth while respecting the history and strengths of the business.
- A decisive and capable business leader who balances financial discipline with a commitment to long-term organizational health and sustainability.



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- A visible and approachable leader whose credibility inspires confidence, followership, and shared purpose throughout the organization.
- A leader who understands that successful businesses in Hawai'i are built not only on performance, but also on relationships, stewardship, respect, and reputation within the community.

THE CULTURE WE SEEK TO PRESERVE

West Oahu Aggregate and Pineridge Farms were built on principles that remain central to the company's future:

- Hard work and accountability.
- Respect for people.
- Commitment to customers and quality service.
- Strong relationships built on trust.
- Long-term thinking over short-term gain.
- Pride in being a locally owned Hawai'i business.

The next CEO must embrace these values while bringing the leadership and professional management practices necessary to guide the organization through its next stage of growth. The ideal leader will appreciate that business success in Hawai'i is built not only on results, but also on relationships, reputation, humility, and a genuine commitment to people and community.