

# Chief Operating Officer – Tapper Cuddy LLP

Winnipeg, Manitoba

Founded in Manitoba over 30 years ago, Tapper Cuddy is a team of lawyers, students, and support staff that provides a wide range of legal services in 20 practice areas. They're now seeking a well-rounded business, operations and people leader to join their organization as their next Chief Operating Officer.

The COO is responsible for collaborating with professionals in the firm to guide strategic plans and to direct all aspects of the organization's operational policies, objectives and initiatives. Overseeing finance, HR, IT, marketing and facilities, this opportunity is ideal for the strong business leader that recognizes the importance of developing relationships and who can balance the day-to-day details with company-wide strategic execution and delivery.

## As the COO you'll:

- Oversee the operations of the organization and work closely with the Partner Management Committee to develop and accomplish goals and strategic plans.
- Manage the P&L and coordinate financial and budget activities.
- Ensure best practices in HR and practice management such as performance management, support of personnel, policies and training and development.
- Provide strong people leadership, not just within the organization but other internal and external stakeholders.
- Monitor and manage the financial and human resources well-being of the organization.
- Provide oversight and management of facilities including space planning, leasing, records management and other related aspect.
- Provide marketing and business development leadership to enhance firm's visibility and brand.

## The experience you bring:

- You have post-secondary education in business or accounting and finance.
- You have a minimum of 5-10 years' experience in a leadership role focused on operations and with oversight over multi-functional lines of business.
- You value the importance of relationship building and in taking initiative to develop relationships and partnerships important to an organization's success.
- You have a proven track record of delivering solid financial results and providing forecasting analysis.
- You consider yourself a strategic thinker and are comfortable working both at a strategic and execution level while remaining hands on in the operations of the organization.
- You are a clear and concise communicator who can build and sustain relationships both internally and externally with many levels of stakeholders.

[About Tapper Cuddy - www.tappercuddy.com](http://www.tappercuddy.com)

Tapper Cuddy LLP was established in 1979 and offers a full range of legal services. The firm's philosophy centers on providing quality advocacy and litigation and commercial counsel.

**TapperCuddy LLP**

They have a simple philosophy - "Do good work and the clients will follow" - which has stood since the firm's inception, for partners, associates, articling students and support staff alike, for the notion that effectiveness isn't complicated.

The firm provides an effective range of legal services in over 20 practice areas including litigation, corporate and commercial services, family and custody, construction and contracts, disability and labour disputes.

To submit your candidacy: Email your resume in confidence to Annette Kohut at [akohut@peoplefirsthr.com](mailto:akohut@peoplefirsthr.com) or call Karin Pooley, VP Recruitment and Executive Search at 204.940.3939.

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