

Richard S. Jarman

Executive Search Consultant

Summary

Experienced retained search consultant with a national practice assisting companies with finding and landing great talent. Twenty eight years experience running multi-national companies including a large publicly-traded company, a successful hi-tech start-up, and a fast-growing private equity- backed company. Brings knowledge and understanding to his search practice and enjoys 100% retention among candidates placed.

Specialties

Providing excellent insight to companies seeking the best available talent for their key positions, with real emphasis on cultural match between client companies and candidates.

Experience

Executive Search Consultant at Anderson & Associates, Inc.

April 2010 - Present (5 years 9 months)

Runs the Midwest Office for Anderson&Associates, a leading executive search firm with one of the highest retention rates in the industry. Strong focus on matching client culture and candidate culture. Deep understanding of business based on years running large companies.

Vice President CST and President, Columbian Steel Tank at CST Industries, Inc.

September 2006 - August 2009 (3 years)

Full P+L responsibility for CST's largest division, a multi-plant design, manufacture, and construct company that makes factory-coated storage tanks for a wide variety of industrial end uses worldwide. Rapid growth in earnings and revenue achieved through factory modernization and LEAN, new product development, greatly improved marketing, team development, rep relationship building, and creation of corporate account relationships with major buyers.

Founder and CEO at Sceptor Industries, inc

October 2001 - December 2005 (4 years 3 months)

Founded this company with a few conceptual patents and built it into the 16th fastest growing company in the US in 2005. Specialized in chemical and biological threat collection and prep for detection. Heavy emphasis on development of solutions, selling, verification, and execution. Worked with governments, defense contractors, militaries, and corporations on protection solutions. Partner with Northrop Grumman on the first automated remote detection system for bio-threats, used by the US Postal Service nationwide. Market leader, profitable. Private equity-backed, ultimately merged with European company Evogen.

Executive Vice President at Butler Manufacturing

June 1999 - December 2000 (1 year 7 months)

Senior operating officer of this \$1B, publicly-traded market leader in engineered building products.

Responsible for driving strategic thrusts and contributing to policy decisions. Initiated LEAN in all operating divisions, grew corporate relationship account successes, and restructured several underperforming divisions while seeking out complimentary acquisitions. Sharp improvement in earnings.

President, Buildings Division at Butler Manufacturing

July 1984 - July 1999 (15 years 1 month)

Full P+L responsibility for leading North American engineered steel building business. Designed, fabricated, and sometimes constructed a wide variety of structural, roof, wall and accessory systems for non-residential construction. Operated 6 factories and 8 North American engineering and sales centers. 3000 employees and 1200 dedicated general contractor dealers. Substantial growth in revenues and earnings resulting from product development, opening new markets, LEAN manufacturing, and corporate account relationships with major buyers like Walmart, Costco, and Toys'R'Us. Strong personal relationships with dealers and corporate account customers.

President at Walker Division, Butler Manufacturing

July 1981 - July 1984 (3 years 1 month)

Market leading producer of raceway systems and activation devices for the distribution of power and communications in offices of all types, hospitals, and commercial buildings. 750 employees and a network of stocking distributors and reps. Global customer base. Assigned to go in at the time of acquisition and perform a turnaround of this neglected business. Elevated all areas of culture, reputation, and performance, adding great value to the company. Sold to Wiremold at a significant gain from original purchase price.

Skills & Expertise

Leadership

Strategy

Strategic Planning

Business Strategy

Team Building

Manufacturing

Start-ups

Mergers & Acquisitions

Product Development

Lean Manufacturing

Operations Management

Negotiation

Contract Negotiation

Program Management

Sales

New Business Development

Business Development
Engineering
P&L Management
Sourcing
Business Planning
Marketing
Executive Management
Continuous Improvement
Management
Executive Search
Process Improvement
Recruiting
Management Consulting
International Business
Construction
Procurement
Project Management
Pricing
Talent Acquisition
Energy
Cross-functional Team Leadership
Project Planning
Six Sigma
Sales Management
Change Management
Contract Management
Mergers
Team Leadership
Purchasing
ERP

Education

University of Missouri-Columbia

Master's Degree, Industrial Engineering, Operations research, 1975 - 1977

United States Military Academy at West Point

Bachelor of Science, Engineering Science, 1965 - 1969

Honors and Awards

Decorated combat pilot. 2005 National Finalist Ernst+Young Entrepreneur of the Year.

PricewaterhouseCoopers and Entrepreneur Magazine 'Hot 100' for 2005. Kansas City 'Future of Business Award' winner.

Interests

LEAN manufacturing, business strategy, leadership and team-building, community service.



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[Contact Richard S. on LinkedIn](#)