

JOB DESCRIPTION

Chief Executive Officer

Location: Gorham, NH

Compensation: \$250k plus substantial bonus opportunity

White Mountain Paper Company is hiring a Chief Executive Officer to manage the Mill's day-to-day operations and lead an exciting transformation agenda.

White Mountain is one of the oldest paper mills in North America and a storied part of New Hampshire's North Country. Its new private equity owners have an aggressive plan to invest, reposition, and ultimately grow this facility. We're making some of the most sustainable and competitive towel and tissue in the market.

About the role:

The CEO will be an integral part of the Mill's success and modernization. The first stage of that transformation is to stabilize and optimize the Mill's existing conventional paper machine. The CEO will improve controls, attract and mentor staff, increase efficiency and uptime, and generally enhance the effectiveness of the Mill's employees and systems. Once this stage is complete, the CEO will work with the Board to plan for growth. This second stage will likely involve a multi-million-dollar investment in new equipment.

You will spend half of your time mentoring and developing direct reports, promoting safe work practices, minimizing down time, talking with machine operators, and communicating company vision. This will require working in a noisy environment where you may be exposed to hazardous chemicals, extreme temperatures, dust, slippery conditions, and heavy machinery traffic. It will require lots of walking and climbing stairs.

The remainder of your time will be spent in an office environment. You will be preparing reports, analyzing machine capabilities and grade mix, planning, and attending meetings.

What you'll be working on:

- **Operational leadership:** Manage the day-to-day operations of the Mill. Production, maintenance, safety, process engineering, and finance will all report to you.
- **Continuous improvement:** Lead a change into a performance-driven culture. This will necessitate tightening the collection and reporting of data and KPIs.
- **Financial management:** Lead annual budget and capital allocation processes and oversee routine Board reporting. Implement best practices for procurement and vendor management.
- **Strategic planning:** Assist in the identification of equipment and processes that will enable the Mill to remain compliant and improve profitability.

- **Community engagement:** Represent the Mill with employees, local universities, United Steel Workers, state and local officials, and other external stakeholders.

Required skills and experience:

- Bachelor's degree in engineering or a related technical field
- Prior experience as a CEO or GM of a profitable continuous manufacturing business with at 100 employees and \$20 million of revenue
- A demonstrable track record of high achievement in a successful company
- Experience solving problems and making decisions based on data
- Excellent communication and interpersonal skills

The right candidate will be:

- Dependable: high integrity, unimpeachable judgment, and a strong sense of urgency
- Capable of hiring, mentoring, and developing staff from a range of backgrounds
- At home on the manufacturing floor but capable in the Board room
- Detail-oriented and very organized
- Intellectually curious
- Willing to work hard and get his or her hands dirty when needed

Benefits:

- Competitive salary on par with the large operation we intend to build
- Meaningful annual bonus opportunity depending upon performance
- Paid time off
- Health, dental, and vision coverage
- Relocation assistance if needed

Our goal is to uphold an inclusive environment where all people feel that they are equally respected and valued. We welcome applicants of any background, sexual orientation, religion, ethnicity, age, socioeconomic status, disability, and veteran status, and we'd love to learn about what you can add to our team.