

Publisher/General Manager

- Overview
 - *Heat Treat Today*, a leading North American heat treat industry media brand that produces various e-newsletters, print & digital magazines, a website, webinars, events, and a podcast, is seeking a politely aggressive, Christian, results-based, people-oriented general manager/COO to oversee all profit & loss business operations for a company with aggressive growth plans. Our team is characterized by a) helpfulness, b) polite aggressiveness, and c) innovativeness. We like to take advantage of technology to help us achieve our goals, so the right person for this position will be competent (or highly trainable) in navigating digital technologies and editing to engage audiences on social platforms. We are also driven by the commitment to “always do the right thing” as defined by eternal moral truths like those found in the 10 Commandments. Above all things, we want to be honoring to Christ as we strive to help those within our sphere of influence.
- Duties
 - This individual will work closely with the current business owner & founder to grow the business 4x to 7x+ within the next 5-10 years. This person will assume oversight/management of all day-to-day operations and much of the strategic development from the current owner so that the current owner can start new profit centers which this person would also oversee.
 - Work closely with the publisher (current owner) to manage & grow the business from a single profit-center business to a multiple profit-center business. Oversee bottom line P&L.
 - Oversee all staff. Current staff includes (or will include) two salespeople, an events division manager, three editors, a production manager, a marketing manager, an art director, a social media manager, an external payroll manager, an external accounting/bookkeeping clerk, as well as several other key vendors, e.g. a printer, IT company, etc.
 - Responsible for assisting in the development of and execution of growth strategies that will grow the business roughly \$500k in revenues per year at a target 30% EBITA.
- Experience
 - 3-5 years of previous general management experience with bottom line P&L responsibility
 - Publishing industry experience preferred
 - A self-starter and self-managing mindset desired
 - Excellent team player
 - Technically savvy. The organization is PC & Microsoft-based except for art which is Mac/InDesign-based.
- Position
 - Full-time – typical, yet flexible work hours
 - Salary – \$60k+ negotiable based on experience
 - Remote or in-office
- Contact
 - Send information to or contact Doug Glenn, Publisher, 724-923-8089, doug@heattreattoday.com