

ENTERPRISE LEADERSHIP

President of Enterprise Operations

One seat. Every operating company. Direct to the Founder.

HCWSY is a privately held house of Service First brands serving mission critical industries: first responders, utilities, municipalities, infrastructure, and disaster response. Five operating companies today, more to come. This seat exists to build the systems and processes the enterprise runs on, and to hold every leader accountable inside them. The closest analogy is the Chief of Staff to the President of the United States. Not the title. The function.

THE MANDATE

- Build one operating rhythm across every company
- Own quarterly planning, leadership cadence, and follow-through
- Track every commitment to done. No exceptions
- Integrate acquisitions against a repeatable playbook
- Surface problems early, while they are cheap to fix
- Make the Founder and every president more effective

YEAR ONE, DONE WELL

- Presidents aligned and pulling one direction
- Quarterly planning predictable enough to set a watch by
- Meetings end in decisions. Decisions end in owners
- The Founder focused on vision, not chasing execution

THE DETAILS

LOCATION	Greenville, South Carolina. This seat lives here, in the building, at the Founder's side.
REPORTS TO	Al Willimon, Founder & CEO, HCWSY
SCOPE	Five operating companies, shared services, and every future acquisition
COMPENSATION	Framed as an investment in the right person. Discussed directly, never posted.

THE PROCESS

Step One. A thirty-minute call with Chance Craven. Questions both directions. Confidential.

Step Two. If the call says fit, a sit-down with Al Willimon. That conversation decides everything.

Chance Craven

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