

CHIEF EXECUTIVE OFFICER

Electrical Contracting | Commercial & Industrial | Union | Illinois

Private Equity-Backed | \$10M–\$25M Revenue

Company Overview

We are a well-established commercial electrical contracting business headquartered in Illinois, with a track record of delivering high-quality electrical systems for commercial and institutional clients across the region. The company operates under a union labor model and has built strong relationships with general contractors, project owners, and IBEW locals over many years of consistent project execution.

The business is entering a new chapter following a private equity-backed acquisition and is seeking a proven operator to assume the CEO role and lead the company through its next phase of disciplined, profitable growth.

The Opportunity

This is a principal-level operating role for a hands-on leader who thrives in the field-oriented, relationship-driven environment of specialty contracting. The incoming CEO will inherit a business with an established customer base, skilled union workforce, and solid project backlog — and will be responsible for driving operational excellence, margin improvement, and controlled top-line growth.

The ideal candidate is an experienced operator with deep roots in union electrical or mechanical contracting who is motivated by the opportunity to build meaningful equity value as an owner-operator.

Key Responsibilities

Operational Leadership

- Own full P&L accountability across all revenue lines, projects, and cost centers
- Oversee day-to-day field operations including project execution, crew deployment, and job-site safety
- Partner with estimating leadership to ensure disciplined bidding, accurate job costing, and margin protection
- Drive continuous improvement in project management, scheduling, and subcontractor coordination

Labor & Union Relations

- Serve as primary management liaison to IBEW local(s); maintain productive, professional labor-management relationships
- Oversee workforce planning, hiring, and crew utilization in alignment with project backlog

- Ensure full compliance with CBA terms, apprenticeship ratios, and prevailing wage requirements

Business Development & Customer Relationships

- Maintain and deepen relationships with key GC and owner accounts
- Identify and pursue growth opportunities in commercial, institutional, and light industrial end markets
- Develop selective positioning in high-demand segments such as data center electrical, EV charging infrastructure, and energy system upgrades

Financial Management & Reporting

- Manage working capital, WIP accounting, and project-level cash flow
- Deliver accurate monthly reporting to the ownership group including revenue, EBITDA, backlog, and KPIs
- Collaborate with ownership on budget development, capital allocation, and growth investment decisions

Team Development

- Recruit, retain, and develop management-level talent including project managers, estimators, and field supervisors
- Build a performance-driven culture grounded in accountability, craft pride, and safety

Qualifications

Required

- 10+ years of progressive experience in electrical or mechanical contracting, with at least 3–5 years in a GM, VP Operations, or P&L leadership role
- Direct experience managing union labor, including familiarity with IBEW collective bargaining agreements
- Demonstrated track record of managing project execution profitability, job costing, and estimating disciplines
- Commercial or industrial project experience; ability to read and interpret electrical drawings and specifications
- Strong interpersonal skills with the credibility to lead field crews and engage owner-level customer relationships simultaneously

Preferred

- Experience operating within or alongside a private equity-backed platform
- Familiarity with Illinois-specific labor markets, licensing requirements, and prevailing wage compliance
- Electrical license (Master Electrician, PE, or equivalent) a plus but not required

- Exposure to data center, healthcare, or institutional commercial construction segments

Compensation & Equity

This role offers a competitive compensation package structured to align the CEO's interests directly with the long-term value of the business.

- Base salary: Commensurate with experience, targeted in the range appropriate for a business of this scale
- Annual performance bonus: Tied to EBITDA and operational KPI achievement
- Equity participation: Meaningful profits interest or equity stake, vesting over 3–5 years — structured so that the CEO participates materially in exit value creation

Location

Illinois (on-site presence required). Candidates must be willing to relocate to or be based within commutable distance of the company's primary operating location.