



We're Hiring - Chief Executive Officer

We are looking for an experienced Chief Executive Officer (CEO) to lead the strategic and business operations of ECCO.

The CEO, reporting to the Board, will have overall strategic and operational responsibility for the company and will be responsible for giving the proper strategic direction as well as creating a vision for success.

The ideal candidate must be ready to build and model a great company culture, provide inspired leadership to our team, establish a great working relationship with the board of directors and set a course for company strategy.

He/She should have a dynamic business mindset, be able to see the “big picture” in a variety of settings and will take actions to enhance the company’s revenue and cash flow while keeping the human factor in perspective.

Who We Are

The Eastern Caribbean Collective Organisation for Music Rights (ECCO) Inc. is a non-profit Collective Management Organization incorporated, registered and located in Saint Lucia.

Our primary role is to administer intellectual property rights on behalf of our members - writers & publishers of music in the Eastern Caribbean. Through reciprocal agreements with Collective Management Organisations (CMOs), throughout the world, ECCO represents and can license its repertoire of copyright music for public performance, broadcast, cable transmission, online and mobile use.

Primary Responsibilities

The primary responsibilities of this role include but are not limited to:

- Develop and drive the overall vision, mission and culture of the organization.
- Develop high quality business strategies and plans ensuring their alignment with the organization’s short-term objectives and long-term vision.
- Oversee all operations and business activities to ensure they produce the desired results which are consistent with the overall strategy and mission of the organisation.



- Drive a high performance culture of highly engaged employees and a strong customer centric focus.
- Prepare financial budgets and reports and manage fiscal allocations and overall operational costs.
- Ensure that financial records are maintained complying with accepted accounting principles and in-keeping with governing bylaws.
- Participate in the establishment of the licensing tariff to be applied to music use as necessary.
- Manage a proactive risk management programme and ensure statutory compliance and adherence to legal and regulatory guidelines and sound business ethics.

- Develop organisation policies, contingencies and business continuity plans to ensure survival and growth of the organisation.
- Act as the primary spokesperson for the organisation and engage and partner with stakeholders to ensure collaboration and reciprocal agreements that progress the organization's mandate and objectives.
- Champion change management initiatives and spearhead transition plans and policies to ensure the organisation's continued viability
- Lead, motivate and ensure a high performance team.
- Coach and manage the performance of direct reports; and drives the overall performance of the team in accordance with performance management guidelines.

As an ideal candidate, you will be expected to have the following:

Knowledge & Experience

- Masters degree in Business Management or equivalent in a related field.
- At least 7 years of proven experience as a Chief Executive Officer or in a similar senior managerial position.
- Experience in developing profitable strategies and implementing organization visions.
- Proven track record of significant commercial achievement.
- Familiarity with diverse business functions such as sales, marketing, PR, finance, customer service etc.
- Strong understanding of corporate finance, corporate governance, general management best practices and performance management principles
- Strong knowledge of the business of music, collective management practices, music and copyright legislation.
- Competency in Microsoft applications.



Skills & Abilities

- Excellence in organisational management, with the ability to coach all levels of staff to manage and develop high performance teams and develop and implement program strategies.
- Ability to point to specific examples of having led organisational transformation projects and program development.
- Analytic and decisive decision maker with the ability to work independently, think critically and prioritise and communicate effectively, key objectives and tactics necessary to achieve organisational goals.
- Excellent time management skills.
- Strong written and verbal communication skills; a strong sense of attention to detail, and a persuasive and passionate communicator at the highest level of an organization.
- Action-oriented, success oriented, an entrepreneurial mindset, flexible, and innovative approach to operational management.

Send application to:

Email: ecco@eccorights.org

Mail: Eastern Caribbean Collective Organization for Music Rights (ECCO) Inc,
P.O. Box CP5380, Castries, St Lucia. Attention: Human Resource

Deadline: Saturday, July 14th , 2018