



# REGIONAL DIRECTOR, WEST COAST

Full-Time in San Diego Area

*Looking to make an impact in the lives of tactical athletes? Apply here to serve as part of a dedicated team that supports the men and women who keep our communities and nation safe.*

## O2X Mission & Overview

At O2X, we improve the lives of tactical athletes through world class Human Performance programs. We work with a wide range of clients, including more than 100 federal, military, and municipal organizations to elevate culture, support healthy lifestyles, and reduce healthcare costs associated with injuries and illnesses. Fueled by our shared desire to help others, our team strives to make our clients (and ourselves) 1% better every day.



## Job Description

This role requires managing all aspects of O2X's Human Performance programs and specialists at multiple locations in the Western US and other locations as assigned. Regional Director is responsible the full life cycle of programs including contract and personnel management as well as overseeing program delivery and regional sales team activity. The role will also be required to interface with the client representatives at on-site locations and develop O2X's relationship with those organizations. A successful Regional Director will drive client acquisition, retention, and program growth year over year.

## Key Responsibilities

- Oversee regional office and staff in the greater San Diego area, reporting directly to COO
- Monitor sales team activity and personnel, working closely with Director of Sales
- Support regional sales team with in-person meetings and pitches
- Ensure contract renewal, expansion and program growth through key client engagement
- Serve as O2X HQ representative for multiple key client contracts, managing all requirements, staffing, and financials
- Frequent in-person interaction with client leadership; program check-ins, working meetings, and key information delivery
- Establish, track, and support quarterly goals for programs, ensuring efforts align with O2X methodology and requirements of client agency and contracts
- Support extensive collection of impact metrics, KPIs, and data from on-site team to facilitate reporting as well as broader O2X data utilization strategy
- Foster and build team-driven culture across human performance programs – ensure fluid connectivity between all on-site specialists, HQ, and broader network of O2X contractors and staff
- Support on-site specialist recruiting efforts: targeting, outreach, screening, selection, and training
- QA/QC all actions, deliverables, programs, and initiatives undertaken by O2X On-site specialists. Ensure everything that happens under the O2X banner is up to our standard
- Frequent travel to client locations for support, QA, and leadership meetings
- Ensure program sustainability and work to drive program expansion with additional FTEs, training and education, and other services
- Help to shape O2X key client customization of digital platforms and drive engagement within organizations
- Ensure on-site specialists are utilizing O2X tools and driving client engagement with app and portal
- Track on-site specialist certifications and professional development
- Serve as point person for requests for support from on-site specialists and coordinate with O2X HQ resources to fulfill needs

## Requirements

- Bachelor's Degree and/or military service
- 10+ years of demonstrated operations and management experience; familiarity with federal and municipal contracts is desired
- Exemplary written and interpersonal communication skills
- Experience selecting and maintaining relationships with vendors and product partners
- Superior organization and multi-tasking skills

## Desired traits

- Professional experience as a tactical athlete or working with tactical athletes
- Thorough understanding of the benefits of maximizing human performance
- Experience coordinating large scale events and operations
- Creative and innovative with a desire to enhance customer experience

## Compensation and Benefits

- Competitive compensation
- 401k with company contribution
- Health benefits
- Paid Time Off including Federal Holidays