

Join the team at REAL Solutions Group.

Is patient safety important to you? Do you excel in a high pace start-up setting? Is organization a not-so-secret talent of yours? Does making an efficiency improvement give you a joy that is only rivaled by a cup of coffee in the morning? Consider joining REAL Solutions Group as **Director of Operations**.

The Director of Operations will oversee our accounting, human resources, operations, and marketing departments, ensuring that each functions cohesively to meet the organization's strategic goals. This role is key for someone with a robust understanding of business management, capable of driving performance, streamlining processes, and fostering innovation across multiple departments. This position will report directly to the COO.

What You Will Do:

- Oversee daily operations across multiple departments including Accounting, Human Resources, Operations, and Marketing.
- Develop and implement business strategies, plans, and procedures to promote company culture and vision.
- Set comprehensive goals for performance and growth across departments.
- Lead employees to encourage maximum performance and dedication.
- Evaluate performance by analyzing and interpreting data and metrics.
- Write and submit reports to the COO in all matters of importance.
- Manage relationships with partners/vendors and other stakeholders.
- Ensure the company's compliance with operational guidelines and legal regulations.
- Participate in expansion activities, including investments, acquisitions, and corporate alliances.
- Foster a growth-oriented, positive, and encouraging environment while keeping employees and management accountable.

What You Already Have:

- Bachelor's degree in Business Administration, or related field; MBA preferred.
- Proven experience as Director of Operations or similar executive role with at least **7-10 years of managerial experience**
- Experience in overseeing multiple departmental functions.
- Strong understanding of corporate finance and performance management principles.
- Familiarity with various business functions such as HR, Finance, Marketing, etc.

- Demonstrable competency in strategic planning and business development.



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- Working knowledge of data analysis and performance/operation metrics.
- Outstanding organizational and leadership abilities.
- Excellent interpersonal, communication, and public speaking skills.
- Aptitude in decision-making and problem-solving.
- Experience in legal and/or pharmaceutical industry a plus
- Ability to handle sensitive and confidential information with discretion
- Experience with, or proven aptitude for, accounting software such as Quickbooks
- Proficiency with GSuite and Microsoft Office, including Gmail, Google Calendar, Excel and PowerPoint
- Demonstrated ability to work in a home-based, virtual environment free of distraction •
- Start-up focused mentality, with a solution-oriented attitude
- Ability to learn new tasks quickly and perform them competently

What We Offer:

- Competitive Salary
- Flexible schedule (because we are all human!)
- Remote position
- Generous PTO
- 401k matching and immediate vesting
- Medical, Dental, and Vision insurance plan
- Professional Development and Health and Wellness Stipends

Salary Range:

DOE

About REAL Solutions Group

REAL Solutions Group was established to support pharmacies, telehealth companies, and drug supply chain facilities in successfully achieving sustainable regulatory compliance and industry credentialing. REAL Solutions Group offers independent and reliable consulting services through an experienced team of professionals that help navigate the ever-changing landscape of regulatory requirements. We are genuine in our dedication to protecting public health while understanding what it takes to achieve and maintain accreditation and compliance in the

industry.



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Additionally, at REAL Solutions Group, we are committed to making a positive impact on the world through our unwavering dedication to environmental sustainability and social issues. Our core values drive us to contribute meaningfully to the well-being of both our planet and the communities we serve.

Environmental Sustainability:

We recognize the urgent need to address environmental challenges and mitigate our ecological footprint. Our company is resolutely committed to reducing our carbon emissions, conserving resources, and implementing sustainable practices throughout our operations. We actively seek innovative solutions that promote a cleaner, greener future, both within our organization and the broader industry.

Social Responsibility:

Beyond profitability, our company places a paramount emphasis on social responsibility. We believe in fostering an inclusive and diverse workplace that respects the dignity and rights of every individual. We are dedicated to providing equal opportunities for all employees, regardless of their background, and to cultivating a culture of respect, collaboration, and empowerment.

Community Engagement:

We understand that our success is intricately linked to the well-being of the communities in which we operate. As such, we are deeply committed to engaging with local communities, understanding their needs, and contributing positively to their development. Through strategic partnerships, volunteering efforts, and philanthropic initiatives, we aim to create lasting, positive change in the areas that matter most.

Transparency and Accountability:

We hold ourselves accountable for the promises we make. We believe in open communication with all stakeholders, including our employees, customers, partners, and investors, about our progress and challenges in the realms of environmental sustainability and social responsibility. By transparently sharing our journey, we strive to inspire others to join us in our mission.

Join us at REAL Solutions Group and be a part of a purpose-driven organization that is actively shaping a better future for both the planet and its people. Together, we can drive meaningful change and make a lasting impact that extends far beyond the bottom line.

Please email your cover letter and resume, along with 1-3 professional (non-relative) references to hr@realsolutionsgroup.co to apply.