Position Specifications

CLIENT

Founded in 2008 with the idea that money transferring should be “easy, fast and affordable,” Dwolla is one of the fastest growing technology companies in Des Moines and has been recognized nationally by Fast Company as ‘one of the world’s most innovative companies.’ Joining Dwolla means you will be entering a unique, open, and dynamic working environment in the Des Moines, Iowa headquarters.

Dwolla now facilitates the movement of millions of dollars every day with low transaction costs, easy automation and near-perfect reliability. The goal is to make an incredibly complex process feel simple, easy and seamless to the people who use it—our customers and their end users.

Their core beliefs:

We Are Inventors, Creators and Believers
We believe in creating innovative solutions through ingenuity, creativity and iteration.

Inclusion Fuels Innovation
We believe the best teams are built by the inclusion of diverse ideas, experiences and people.

Money Equals Data
We believe in the value of a digital infrastructure to securely exchange money.

We Are Never Done
We believe in a relentless pursuit of success for our customers, our team and our community.
As Chief Operating Officer, you’ll provide operational leadership to core business functions. You’ll assist the leaders of various business units to accomplish their goals and develop processes that help teams be successful. You’ll partner with the CEO/Founder and a board of directors with an eye for future growth.

As COO, you’ll be the face of and set the tone for the business internally. You’ll interface daily with our executive leadership team and an active board of directors. You’ll work with Finance to operationalize market expansion into new markets and verticals while working cross-functionally to ensure new products are well supported as they ship.

Your leadership will positively impact the lives of millions of end users, fast growing technology companies throughout the US, and a team of people focused on supporting the value layer of the internet.

- Ownership of organizational performance
- Accountable for developing and driving Objectives and Key Results to execute the company’s vision
- Day to day oversight of core business functions
- Continue development of employee training programs to help deliver superior support for our customers
- Responsible for driving the company to achieve and surpass sales, profitability, cash flow and business goals and objectives
- Responsible for the measurement and effectiveness of all processes internal and external. Provide timely, accurate and complete reports on the operating condition of the company
- Lead the development, communication and implementation of effective growth strategies and processes
- Partner with the CEO leading various strategic planning meetings to help align company leadership
- Represent the company with clients, investors, business partners, and regulators where necessary
- Nurture and develop core vendor relationships
- Organize and prepare board documentation
EXPERIENCE

• Expertise in financial technology
• 10 + years’ experience in an executive leadership role
• Built and operated organizations beyond 400 team members
• Experience with raising capital, global operations and/or M&A
• Built and executed successful Go to Market strategies
• Experience building and overseeing B2B SAAS organizations
• Understanding of how API and payment systems work
• Demonstrated ability to perform in-depth analyses of industry market trends, addressable markets and implementing forecasting techniques.

PREFERRED QUALIFICATIONS

• Expertise with API-focused platforms
• Experience building a business line beyond $100M+ ARR
• Computer Science or engineering background

PERSONAL CHARACTERISTICS

• Excited and energized by exceeding goals and expectations
• Intense desire to lead team that doubles and triples growth
• Open communicator ready to work side by side with the entire Dwolla team
• Energy and commitment to finish each work week strongly
• Proven leader and developer of talent, helping team grow beyond even their own expectations
• Strategic thinker who personally drives execution of plan and desired outcomes
• Committed to Dwolla's culture and employer brand as well as Des Moines community
COMPENSATION

Compensation will be market-based and subject to a candidate’s background and experience as well as what is needed in order to attract an outstanding individual from the marketplace. The client anticipates offering a competitive salary and an executive stock option.

The company further offers a benefits package consisting of health, dental, vision, and life insurance, plus a 401(k) type program with a matching feature. Reasonable and common relocation expenses will be reimbursable, if necessary - examined on a case-by-case basis and tailored to the company’s and the successful candidate’s mutual needs and objectives.

DES MOINES, IOWA

It’s easy to see why Des Moines is the fastest-growing major metro in the Midwest.

Living in Des Moines means Saturdays at the nationally-renowned Downtown Farmers’ Market, afternoons strolling in the Pappajohn Sculpture Park, an abundance of sporting events and trails for walking, running and biking, opportunities to participate in community events and nationally ranked high quality of living.

It means biking to the job you love, and coming home to a community of friends and family. Residents care about their community, making a difference for everyone who lives here. This is a place where culture flourishes and opportunities can grow, where a work/life balance can be achieved, where education is unmatched and award-winning arts and entertainment is always just around the corner.

The Des Moines food scene offers farm-to-table eats, locally-owned and unique-to-Des Moines restaurants, craft breweries and local wineries. The nation is taking notice: In addition to numerous James Beard-nominated chefs, local eateries featured on “The Food Network” and
“The Travel Channel” is a frequent occurrence in Des Moines.

With all the attractions and activities in Downtown DSM, it’s no surprise this city gets ranked as one of the best places to live and work. It has earned the titles of World Festival and Events City by the International Festivals and Events Association, the #1 Minor League Sports Market by the Sports Business Journal and #4 Best Place to Live in the U.S. by U.S. News & World Report.

Des Moines is where you live without compromise.

APPLICATION PROCESS

EFL Associates, an executive search firm, is assisting Dwolla with this important search. All calls and inquiries should be made through the search firm. Nominations and applications will be held in confidence. Review of applications will begin immediately and will continue until the position is filled.

NON-DISCRIMINATION

Our client and EFL Associates firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other protected category pursuant to applicable federal, state or local law.

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