

BILL RIBBING

Houston, TX

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Vice President of Operations

Highly accomplished, analytical, and energetic leader with extensive experience and demonstrated success in orchestrating and implementing effective business plans and strategies for achieving and exceeding stringent performance targets across operations, growth, systems, people, processes, and reporting. Exceptional communication and people skills, able to build and develop motivated, cohesive teams driven to achieve individual and organizational goals. Adept at capitalizing on emerging technologies and aligning best practices with organizational goals. Committed to the highest level of personal and professional ethics and excellence.

AREAS OF EXPERTISE

- Problem Solving
- Talent Acquisition
- Crisis Management
- Customer Satisfaction
- Strategic Planning
- Process Improvement
- Budgeting and Forecasting
- Cross-Functional Leadership
- Financial Modelling
- Sales and Marketing
- Business Development
- Operational Excellence

"Bill has an amazing combination of technical and people skills. He's extremely competent with exceptional business acumen and really knows how to bring out the best in others."

Rhett Kasparian, CEO, Notus HC

SELECTED CAREER HIGHLIGHTS

- ✓ **Decreased onboarding timeline by 50%**, increased response rates from candidates by 75%, while cutting the budget by 15% by spearheading the implementation of internal messaging systems to better communicate with candidates.
- ✓ **Successfully created a new business unit** generating over \$50M in revenue in its third year.
- ✓ **Launched and promoted** Consultant Referral Program, resulting in 185% ROI.
- ✓ **Managed 16 direct and 20 indirect reports**, assessed performance, identified skill gaps, evaluated training needs, and conducted training sessions to improve productivity and efficiency.
- ✓ **Augmented company revenue from \$150M to \$210M** by acquiring new accounts and growing existing accounts.

PROFESSIONAL EXPERIENCE

NEW TECH GLOBAL COMPANIES | HOUSTON, TX

2008 – 2023

Vice President Operation, New Tech Global Companies (2022 – 2023)

- Reported directly to the CEO and Board of Directors, provided hands-on leadership and visionary support in ensuring cost-effective execution of operational and administrative functions of NTG Ventures, and staffing business entities.
- Instrumental in identifying inefficiencies, eliminating redundancies, and implementing improvement initiatives to achieve cost efficiencies and business targets.
- Streamlined operations and processes by new and improved processes and leveraging robust technologies.
- Partnered with VP Sales, as well as accounting, billing, and collections personnel in identifying and addressing AR slow pay and problem customers.
- Managed and monitored P&L for NTGV, RP, and staffing business entities.
- Recruited best-fit talents by conducting interviews, performing background checks, arranging proficiency tests, and shortlisting eligible candidates.
- Collaborated with the sales department in developing proposals and adjusting pricing strategies.
- Played a key role in expanding sales across 1099 and W-2 business streams by consolidating three personnel groups.
- Demonstrated the impacts and benefits of change management initiatives to the employees to support a smooth transition into the new venture.
- Promoted from Vice President, New Tech Global Staffing, LLC position for demonstrating utmost dedication and continued commitment towards work excellence.

PROFESSIONAL EXPERIENCE - Continued

Vice President, New Tech Global Staffing, LLC (2016 – 2022)

- Managed day-to-day operations, oversaw financial matters, reviewed contracts, prepared bids, and proposals, and recruited high-performance staff for leadership positions.
- Maintained consistent collaboration with senior management, legal, accounting, and HR departments.
- Led a team of 15 individuals, prepared schedules, assigned duties, and targets, identified underperforming individuals, and created and maintained a productive working ambiance to retain top talent.
- Played a pivotal role in developing and implementing a new division for New Tech Global (W-2, Temporary Staffing).
- Evaluated and oversaw the implementation of various software improvement applications, including NetSuite, Bullhorn ATS, Bullhorn BackOffice, Sense Messaging, Paylocity, and Paychex.
- Worked with clients to bring back employees and orchestrated and executed a plan to transition 1099 clients to W-2, while providing opportunities for the clients to engage with employees prior to making FTE offers to the consultants.
- Acquired clients from healthcare, manufacturing, industry, and technology, which resulted in generating additional revenue for the business as well as providing stability to the company from the fluctuations in the oil and gas industry.
- Scaled organizational operations, grew the team from 2 to 16, and boosted revenue from \$8M to \$50M.

Director of Corporate Development & Marketing | International Operations Manager (2012 – 2023)

- Led divisional marketing and communications strategies as well as marketing activities across the globe.
- Conducted market analysis for seven NTG divisions to develop and execute a growth strategy.
- Utilized analytical and critical thinking skills to monitor competition, strategy, and implement marketing strategies.
- Ensured seamless implementation of marketing and sales systems, while providing training to team members.
- Directed international office locations, P&L, new client contracts, and sales strategy.
- Ensured effective execution of international partnerships, while fostering lucrative working relationships with stakeholders to build positive rapport of the organization.
- Reduced company spending on promotional items for consultants from \$340 to \$181 without impacting retention rate.
- Played a lead role in achieving a 90% consultant retention rate delivering quarterly appreciations and initiating Consultant Store to help them earn points based on the workdays and purchase high-end items.
- Successfully launching and sustaining two new offices in Mexico City and Dubai; analyzed business operations, determined overstaffing, and encouraged employees to perform dual roles, resulting in a 50% reduction in budget.
- Partnered with an international staffing firm to build and grow the presence of an international client, which resulted in achieving a 40% expansion in international business.
- Designed and executed new promotions, developed websites, conducted market evaluation and advertising, prepared company newsletter, and enhanced overall brand recognition.
- Refined marketing expense budget for the company and established a needs-based budget and line item on the P&L.
- Created incentive and referral programs for staffing in collaboration with recruiters and the sales team with a budget of \$70K, which generated \$13.5M in new revenue in 2014.
- Promoted to Vice President, New Tech Global Staffing, LLC position for displaying commitment and work excellence.

Business Development / Consultant Coordinator (2008 – 2012)

- Provided visionary leadership in recruiting 1099 independent contractors and engineers for oil and gas operators.
- Cultivated and maintained strong relationships with energy clients.
- Worked towards acquiring new accounts and achieving growth in existing accounts; grew accounts base by 15% on average through new client cultivation and staffing.

EDUCATION & CERTIFICATIONS

BS, Marketing, University of Central Florida

Formulating and Implementing Exceptional Business Strategy, SMU, COX School of Business

Executive Certificate in Business Essentials, Texas A&M

Lean Six Sigma Management and White Belt Certification