

CEO / Operator Candidate Sourcing Pack (v1)

Built for 8-bucket execution model: close confidence + NOI + construction-to-operations integration

1) Where to Find Candidates Fast

- Retained search (enterprise): Korn Ferry, Spencer Stuart, Russell Reynolds, Heidrick, Egon Zehnder.
- Mid-market operators search: RETS Associates, Macdonald & Company, Rhodes, RealREPP.
- Networks: ULI, NMHC, lender/investor intros (BoFA/JPM/JLL), PE operating partner networks.
- Direct sourcing: LinkedIn Recruiter using operator-specific title stack (not generic CEO title only).

2) Target Titles (boolean focus)

- ("COO" OR "President" OR "EVP Operations" OR "Head of Development & Operations" OR "Regional President")
- AND (multifamily OR construction OR offsite OR modular OR "real estate operations")
- AND (NOI OR "portfolio operations" OR "capital projects" OR "construction operations")

3) 30-Day Funnel Plan

- Week 1: build 75-name long list + 25-priority shortlist.
- Week 2: send outreach and secure 8–12 intro calls.
- Week 3: run scorecard interviews (execution systems, blocker control, NOI command).
- Week 4: shortlist top 3 with 90-day mandate proposal and compensation structure.

4) Outreach Message (short form)

- "We are looking for an operator-CEO to run a high-accountability 8-bucket execution model across construction, closings, and NOI optimization. If you have scaled multi-site delivery with strong weekly operating cadence, we should talk."

5) Interview Gate Questions (first call)

- How have you reduced blocker age and schedule slip across cross-functional teams?
- What KPI system did you use weekly to control NOI + execution risk?
- Describe a time you integrated field, procurement, legal close, and finance under one cadence.
- What would your first 30/60/90 day operating system look like here?

6) Deliverables Included

- Candidate sourcing sheet (CSV) for tracking targets and outreach status.
- Role spec + scorecard + 90-day mandate (previous NEW #30 doc).
- This sourcing pack one-pager for immediate recruiter/search launch.

Links

Sourcing CSV: https://files.187.124.227.42.nip.io/files/CEO_Operator_Candidate_Sourcing_Sheet_v1.csv
Role Spec + Scorecard: https://files.187.124.227.42.nip.io/files/CEO_Role_Spec_Interview_Scorecard_90_Day_Mandate_v1.pdf