



Strategic Operations Director

Highwood Dr, Tewksbury, MA

COVID-19 Precautions: Employees are temporarily permitted to work remotely as needed due to COVID-19 if their job can be performed remotely. All employees are required to wear a mask at all times if working from the office. Post-pandemic, this position can be a mixture of in office and remote, with an expectation of at least 3 days a week working on site.

Walden Local is searching for a passionate and curious strategic operations director interested in learning and growing with us. As a growing company and team, we are looking to accelerate the progress we've made in our eight year history to displace industrial agriculture in our region and create the best member experience possible.

You will report to the VP of Strategy and will be responsible for analyzing and executing crucial business functions in areas across our member base, our operations, supply chain, and marketing efforts. This is a highly collaborative and impactful role, where you will engage with all aspects of our organization, and have a direct impact on the success of our mission to grow local agriculture in our region. The responsibilities of this role will also evolve over time to address the ever-changing needs of our organization, enabling the individual to grow and expand as well.

What You'll Do:

- Own the design, development, automation, and maintenance of key business metrics and ongoing and ad-hoc reports, analyses, and dashboards to drive key business decisions
- Influence the direction of our business by effectively working across functional groups, translating data-driven insights into actionable project-based work that will drive our mission forward, always with the goal of delighting our members to deliver the best experience possible
- Design, document, and maintain new processes, systems, and reporting structures so that Walden can continue accelerating its mission forward in a scalable way

- Handle critical day-to-day functions that ensure our operations run smoothly. Proactively identify opportunities and gaps for innovation or process improvements, and execute on the solutions to solve them

What You'll Bring:

- 4-7 years professional experience
- Ability to step back, think strategically and analytically in pursuit of the best solution
- Willingness to get hands dirty and jump in to do whatever needs to get done, with a low ego and eagerness to learn from and work with a wide range of people
- Excellent written and verbal communication skills
- Advanced knowledge of Excel is required, including vlookups, pivot tables, and complex functions
- Ability to work effectively in a fast-paced, agile, and accountable environment and ability to learn in a research-oriented, self-directed way
- Interest in solving complex puzzles and difficult problems, with a can-do approach
- Curiosity and a drive to understand the bigger picture

Bonus points if you have...

- At least 2-3 years of relevant experience in a corporate strategy group, consulting firm, investment bank, technology company, or private equity fund
- Advanced knowledge of SQL and/or python
- Experience in consumer goods and/or agriculture
- Passion for sustainability, regenerative agriculture, and/or rural economics

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. Walden Local is committed to building a team that brings passion for our mission and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about! We read cover letters and encourage you to share your unique experience and interest in this role and our mission.

What We Offer:

- Financial: Company Bonus Plan, 401k (starting at 1 year)
- Health & Wellness: Medical & Dental (starting at 90 days), Paid Sick Days, Unlimited PTO, 8 Paid Holidays, Volunteer Time Off, Parental Leave
- The Fun Stuff: up to 5 lbs of free meat weekly, 25% off up to 2 Walden monthly meat subscription memberships, 25% discount at our Boston butcher shop, family-friendly annual company picnic

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals

and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!