



General Manager

Long Beach, CA

Overview

Compound is an extraordinary cultural sanctuary and multidisciplinary creative hub complex fostering the intersection of contemporary art, wellness and community impact. Serving a diverse community, the center hosts modern and contemporary art, immersive experiential art, community programming with an art, health and wellness and social justice focus. The center also serves local needs with healthy fresh food and drinks and a meditative garden.

The strategy of Compound is to draw visitors to the center by a) creating a popular venue for the exhibition of experiential contemporary art, b) presenting permanent exhibitions, c) offering exceptionally engaging public programs and events and d) expanding the experience using the most current technology.

Position Summary

Reporting to the CEO/Founder, the General Manager will plan and direct all verticals of business - event space rental, restaurant, and retail operations. Ensure the efficient and profitable business performance for all verticals, and the optimal utilization of staff and resources, while maintaining high standards for food, service, health, and safety.

Key Immediate Priorities

- Managing all business operations at Compound, with P&L responsibility across each of the following business lines: museum visitors, restaurant, retail, events.
- Onboarding and training staff required for launch.
- Assisting with coordination of permanent art exhibits as well as art and wellness events and programming.
- Working directly with restaurant partner to launch and oversee the food service concept.
- Measuring business performance with clearly defined KPIs.
- Managing event staff, calendar and workflow of team members.

Primary Duties & Responsibilities

- Creating a fun, positive and energetic environment.
- Identifying and hiring great talent that share our values with passion, compassion, humility, motivational skills, and strong leadership capability.
- Training new team members on brand, mission, vision, values, goals, standards, and systems.
- Managing all team members including training, mentoring, developing, disciplining, and scheduling.
- Identifying and implementing opportunities to build the business and responds accordingly.
- Acting as brand ambassador, applying any marketing and sales-growth plans both inside and outside of the organization.
- Controlling costs by constantly training and educating team members and fellow managers.
- Creating an experience that every guest will seek to repeat.
- Setting clear performance expectations through direction and goals.
- Resolving team member conflicts constructively and professionally.
- Acknowledging and celebrating team and individual successes.
- Ensuring current training materials and programs are consistently utilized in team member training.
- Following all local, state and federal labor laws and manages for equal opportunity.

- Handling guest complaints with a sense of urgency, poise, and good judgment.
- Maintaining Health Department standards at all times.
- Working with the restaurant management team to facilitate vendor contracts, purchasing, and BOH/FOH recruitment and training.
- Demonstrating a working understanding of labor cost control through effective scheduling and proactive management.
- Effectively identifying financial trends and operational problems by utilizing the P&L and other reports.
- Establishing cost improvement objectives and implements specific action plans.
- Projecting life-cycle management of programming activities such as classes, pop-up and special events and event space rental).

Qualifications, Education and Experience

- Minimum 5 years management experience in the Hospitality industry.
- Experience with non-profit management preferred.
- Bachelor's Degree required.
- Demonstrated history of effective directing, coaching, supporting, delegating, and mentoring skills.
- Ability to promote accountability and manage staff of varying skill sets.
- Strategic thinking and ability to anticipate future business needs.

Compensation

Salary range is \$70K annually, negotiable depending on experience. This position is for a full-time, exempt employee.

Equal Opportunity Employer

We are an equal opportunity employer, and we aspire to reflect the diversity of Long Beach in both our staff and visitors. We will consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. We believe that by actively building a workforce of the brightest people from the widest possible range of backgrounds, we can innovate, inspire, and engage with the widest possible audience.

To Apply

Please send a resume to careers@compoundlb.com