

Justin Mack

Indianapolis, IN

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CEO Through Acquisition

Summary

Proven cross-functional leader in the chemical sector, high-growth tech startup, Fortune 500, and entrepreneurial firms who sets a clear vision, creates strategy, and builds high-performing teams to exceed customer-centric business goals. Leads with boldness and high energy delivering innovative solutions with a data-driven approach to tackle challenges to meet the varied demands of all stakeholders.

Education & Training

University of Michigan - Stephen M. Ross School of Business, MBA, Ann Arbor, MI

University of Phoenix, B.S. Finance, Phoenix, AZ

Certified Lean Six Sigma Green Belt

Professional Experience

Veryable

General Manager

Indianapolis, IN

04/22 – 10/22

- P&L responsibility for tech startup including sourcing, business strategy, and consulting with prospects
- Targeted new business acquisition efforts on high ROI segments and initiated current customer engagement strategies, surging top line revenue to +131% annualized run rate

Ecolab

Area Vice President (Promoted)

Indianapolis, IN

07/18 – 05/21

- Developed go-to-market strategy needed to win and convert new business by collaborating with internal and external partners securing \$2M+ annual new business, Received High Achievement Award.
- Designed and implemented targeted strategic business plans for national accounts resulting in increased engagement, customer retention, innovation penetration and organic growth, exceeding plan by 50%

Regional Director (Promoted)

Indianapolis, IN

08/15 – 07/18

- Drove profitable growth of \$80M business across 8 state regions leveraging team management
- Developed relationships with distributor executives and completed the annual planning process to set objectives and action plans designed to increase engagement and growth, resulting in \$3M net growth
- Coached and motivated team to exceed personal sales target delivering an average of 147% of target
- Developed associates for future leadership roles, promoting 7 associates to new positions

Senior Finance Manager (Promoted)

St. Paul, MN

03/14 – 08/15

- Partnered with sales and marketing teams to create a strategy, define and implement tactics, and track success resulting in +20% growth in 2014
- Created and implemented financial controls over distributor partnerships, incentive programs, and internal processes around tracking and forecasting sales and expenses for a \$1B channel
- Participated in multiple strategic, division-wide initiatives as finance SME/business partner to help define best practices, set priorities, and identify risks leading to the successful completion of initiatives

Finance Manager

St. Paul, MN

06/12 – 03/14

- Completed financial due diligence, modeling, internal and external presentations for long-term international agreements, leading to multiple deals being signed worth over \$1B in projected sales
- Led team responsible for sales and profit analysis, reporting, and forecasting for U.S. business with the company's largest customer including joint annual business planning at 70+ locations
- Collaborated with sales and marketing teams to create, execute, and track business initiatives for high-growth channel, resulting in double digit growth in 2012, 2013 & 2014
- Performed product and program profitability analysis for recently launched initiatives resulting in an improved go to market strategy to optimize returns

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Currency Solutions

Founder

Grand Rapids, MI

04/09 – 07/10

- Launched a consulting firm offering currency risk evaluation to small and middle market companies, generating significant awareness and interest among local firms
- Evaluated fundamental economic factors, news events, and correlations, limiting maximum individual position and overall portfolio risk to 1% and 5% respectively
- Developed trading plans by formulating, back-testing, and forward-testing hedging and trading strategies for the Australian dollar, Euro, British pound, Japanese yen, and Swiss franc to maximize profits, resulting in 14% ROI
- Piloted trader training program utilizing internet broadcast and written content for an established trading website, increasing membership by 25%

HSBC Consumer Lending

Area Vice President (Promoted)

Muskegon, MI

03/06 – 04/09

- Identified incremental opportunities in marketing and business development programs through trend and competitor analysis to maximize sales opportunities, growing managed assets from \$35M-\$58M
- Management experience with a staff of six to drive performance culture, increase team and individual production levels through hands-on coaching, improving total sales per employee by 21% in 2006 and 22% in 2007
- Initiated contact with clients to ensure quality services and improve business systems, leading to an increase in customer satisfaction from 70% to 90% in 2008
- Implemented new reporting and accountability standards as senior training manager for 11 offices, achieving 100% training compliance for 2007-2009

Senior Account Executive

Warsaw, IN

07/04 – 03/06

- Created and presented individualized packages of consumer loan and ancillary insurance products, surpassing 110% of goal and receiving #1 ranking for half of 2005
- Won business development competition among 40 sales staff for overall results in loan and ancillary products over three months, becoming one of two selected for management training
- Developed account executive book of business to centralize training, compliance, and product information that became a required tool for 40 sales staff in the district

Volunteer Activities

President – Mudsock Youth Rugby

- Leveraged entrepreneurial mindset to acquire customer feedback, launch new awareness activities, and implement a referral incentive program to rebuild club registrations to pre-pandemic levels within 1 year

Co-founder & Lead – Military Employee Resource Group at Ecolab

- Assembled and provided strategic direction to a cross-functional team of passionate associates to establish a military-focused employee resource group, resulting in the largest resource group launch in company history

Military Service

Indiana Army National Guard - Infantry Scout (E-4) - Honorable Discharge

- Safeguarded unsecured areas of Iraq including the initial meeting of what would become the new Iraqi government; awarded Army Achievement Medal in 2004
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