



CHIEF OPERATING OFFICER

Location: Atlanta, GA (Buckhead) | **Reports to:** President/CEO | **Employment type:** Full-time

EXECUTIVE SUMMARY

At Sage Mountain Advisors, we're seeking a strategic and visionary Chief Operating Officer to join our leadership team at a pivotal growth stage. As we manage over \$5.5 billion in assets with a lean team of 25 professionals, this role offers a unique opportunity to shape the operational blueprint of a rapidly expanding wealth management firm while maintaining our commitment to conflict-free advice and exceptional client service.

ABOUT SAGE MOUNTAIN ADVISORS

Founded in 2018, Sage Mountain Advisors is a fee-only Registered Investment Advisor created to provide an alternative to conflict-ridden wealth management firms. We combine high-touch service, comprehensive reporting, and sophisticated planning with access to institutional-quality investments. Our collaborative, innovative culture and client-first focus form the foundation of our success – values we're committed to preserving as we grow.

YOUR IMPACT

As our COO, you'll drive operational excellence while supporting ambitious growth targets. You'll architect the systems, processes, and team development needed to scale efficiently while enhancing our client and advisor experience. This role combines strategic leadership with hands-on implementation to transform high-level vision into operational reality.

KEY RESPONSIBILITIES

Strategic Growth & Vision

- Partner with the CEO and President to refine long-term strategic vision and execute the operational roadmap
- Design scalable operational frameworks to support organic growth, as well as integrating advisor hires, lift-outs, and M&A targets
- Anticipate scaling challenges and proactively implement solutions before they impact service delivery
- Lead cross-functional initiatives to drive firm-wide efficiency improvements

Operational Leadership

- Oversee day-to-day operations with clear accountability metrics that align with the firm's strategic goals
- Redesign and implement policies, procedures, and systems to improve scalability and productivity
- Translate high-level goals into actionable operational plans with measurable outcomes
- Collaborate with department heads to identify opportunities for process improvement and technology adoption

Team Leadership and Culture Building

- Mentor and develop managers to build a culture of accountability, efficiency, and continuous improvement
- Enhance employee engagement strategies that reinforce our mission and values
- Create systems to attract, retain, and develop top talent aligned with our culture
- Refine performance review and compensation processes to drive results while reinforcing our values

Technology & Innovation

- Lead technology assessment and implementation efforts to ensure seamless integration across departments
- Identify, evaluate, and implement new tools to increase efficiency and enhance client experience

- Stay informed of industry trends and bring innovative operational solutions to the firm
- Ensure technology infrastructure supports secure, compliant, and efficient workflows

Compliance and Risk Management

- Partner with CCO to maintain regulatory compliance and strengthen firm policies
- Implement operational safeguards, checks and balances, and monitoring systems for critical processes
- Maintain operational integrity while balancing growth objectives

QUALIFICATIONS

Experience & Education

- **Required:** 10+ years of progressively responsible operational leadership experience, with significant time in RIA or financial services environments
- **Required:** Bachelor's degree in business, finance, or related field
- **Preferred:** Advanced degree (MBA or similar) and/or relevant certifications (e.g., CFP, CFA, CPA)

Knowledge & Skills

- **Essential:** Demonstrated success in building and scaling operational systems during rapid growth phases
- **Essential:** Experience integrating inorganic growth sources such as solo advisors, team lift-outs, and M&A targets
- **Essential:** Strong understanding of RIA regulatory environment (SEC/FINRA compliance)
- **Essential:** Proven track record leading teams through organizational change and efficiency improvements
- **Essential:** Exceptional communication skills and collaborative leadership approach
- **Valuable:** Proficiency with wealth management technology platforms (experience with Addepar, Practifi, Microsoft Office, eMoney, and Trinet a plus)

Personal Attributes

- Strategic thinker who can also execute tactically
- Problem-solver who thrives on making complex systems work better
- Relationship-builder who develops trust across organizational levels
- Change agent comfortable with ambiguity and rapid growth
- Proactively responsive, with the ability to prioritize urgent matters while maintaining focus on long-term objectives
- Detail-oriented while maintaining big-picture perspective

OUR CULTURE

At Sage Mountain, we believe exceptional client outcomes come from an exceptional team environment. We value intellectual curiosity, professional excellence, and genuine collaboration. We maintain a supportive, inclusive workplace where diverse perspectives are welcomed and individual growth is prioritized alongside company success.

COMPENSATION

We offer a competitive compensation package including base salary, discretionary year-end bonus, and the opportunity to earn equity commensurate with experience. Comprehensive benefits include paid time off, retirement plans, and a supplement for medical, dental, and vision insurance.

NEXT STEPS

Qualified candidates should send a resume to Whitney Imeraj at wimeraj@sage-mtn.com. Please include "Chief Operating Officer Application" in the subject line.