ROBINSON ELECTRIC

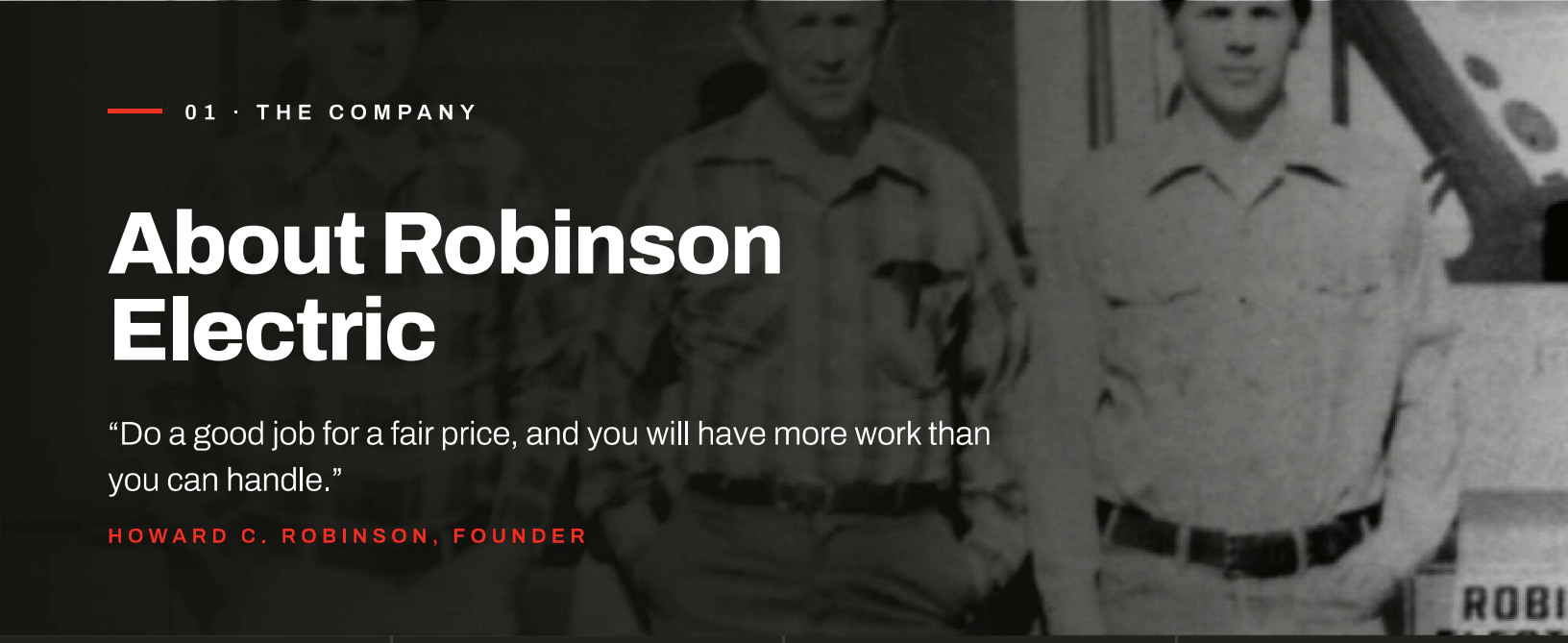



ROBINSON ELECTRIC COMPANY, INC.

# Vice President of Operations

- Cleveland, MS & Starkville, MS

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# About Robinson Electric

"Do a good job for a fair price, and you will have more work than you can handle."

HOWARD C. ROBINSON, FOUNDER

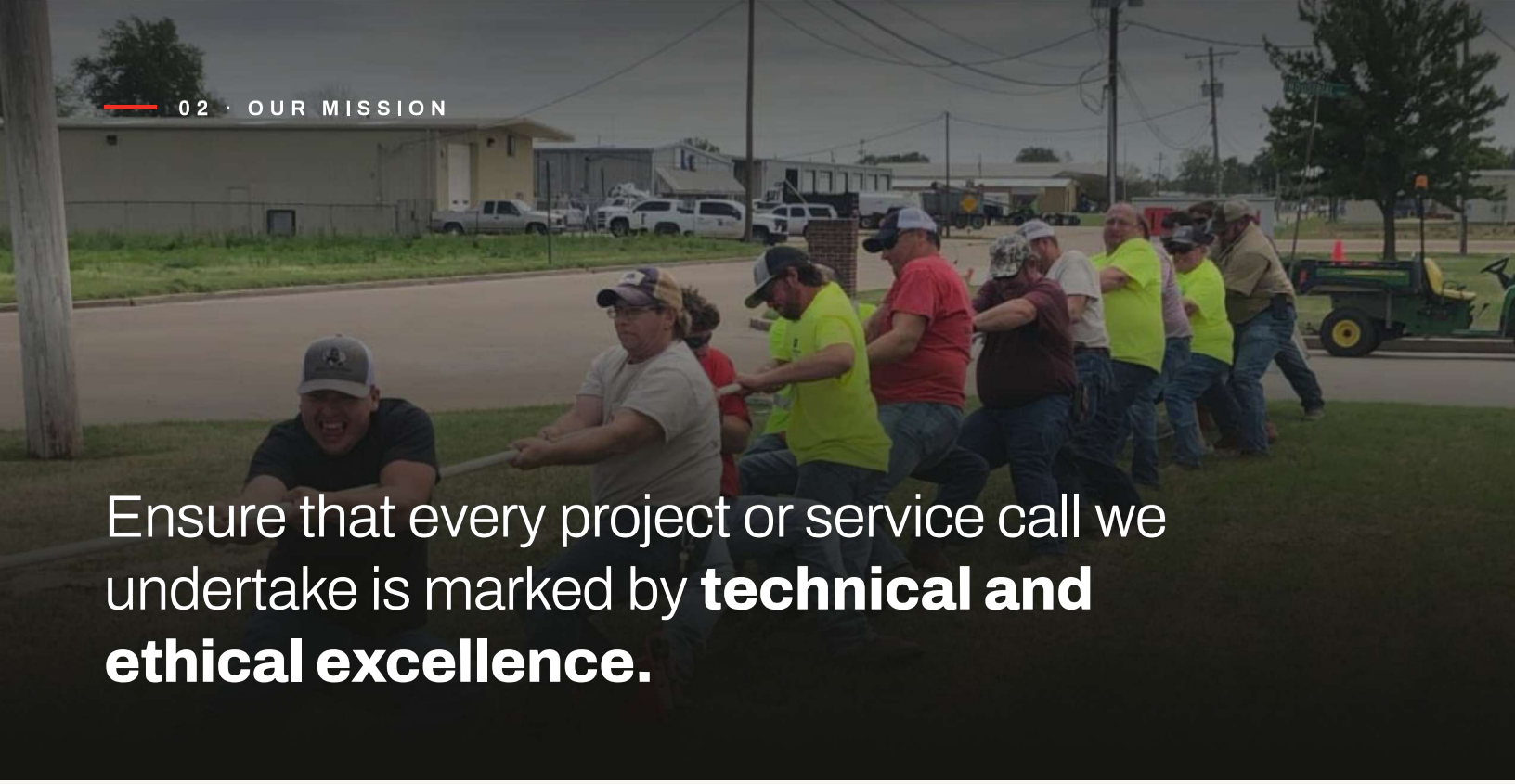
| 1953 | 3rd | 70 | 4 |
|---|---|---|---|
| Founded in Cleveland, MS | Generation, family-owned | Full-time team members | States: MS, AL, LA, TN |

Robinson Electric is a multi-generational electrical contractor based in Cleveland, Mississippi. For more than seventy years, the Robinson family has delivered commercial, industrial, institutional, agricultural, and residential electrical work across the Mississippi Delta and the broader Southeast, earning a reputation for quality, safety, and doing exactly what it says it will do.

Howard C. Robinson, a World War II veteran, founded the company in 1953 out of his garage. His son David took the helm in 1986, incorporated the business, and grew it into a full-service regional contractor. The company's response to the 1994 ice storm, when a small crew handled nearly 900 service calls in a matter of weeks, and its Hurricane Katrina recovery work cemented its reputation for showing up when the community needs it most. Today, Brian Robinson leads the company as its third-generation President and CEO.

The company has roughly 70 full-time team members, operates around the clock, and is licensed in Mississippi, Alabama, Louisiana, and Tennessee. The team is values and mission driven, with a culture defined by honesty, integrity, respect, commitment, and dedication, and by a family atmosphere where people are supported in every part of their lives. Robinson Electric fosters an entrepreneurial environment where people are encouraged to take ownership, and leadership takes great pride in team members who have built stable, rewarding careers with the company. A new training center, long employee tenure, and recognition programs such as Employee of the Year reflect a company that invests in its people.

**Robinson Electric has grown revenue substantially in recent years and has a clear plan to continue that growth through expansion across the Southeast, while remaining family-owned and firmly rooted in Cleveland.**



# Ensure that every project or service call we undertake is marked by **technical and ethical excellence.**

Robinson Electric is built on Mississippi Delta values: honesty, integrity, respect, commitment, and dedication. Five core values guide the team:

01
### Excellence
Technical and ethical excellence on every project, large or small.

02
### Respect
A family culture built on trust, where team members feel supported.

03
### Dependability
Available 24/7/365, with a long record of showing up when it matters.

04
### Commitment
Long-term careers, a dedicated training center, and recognition of the people who build the company.

05
### Safety
At the center of everything. Every person goes home in the same condition they arrived.




SAFETY RECORD

**0.75** EMR (industry baseline is 1.0)

**19+** OSHA 30 certified team members

Multiple ABC National STEP Diamond and Platinum awards

# Capabilities

## Commercial

Design-build, new construction, renovations, fire alarm, and energy audits for retail, banking, automotive, hospitality, and faith-based clients.

## Industrial & Agricultural

Design-build, safety systems, secondary metering, and lightning and surge protection for manufacturing, agricultural, and food processing operations.

## Education, Healthcare & Public

Universities, K-12 schools and academies, hospitals, utilities, and public buildings, including central plant, data center, and standby power work.

## Specialty & Power

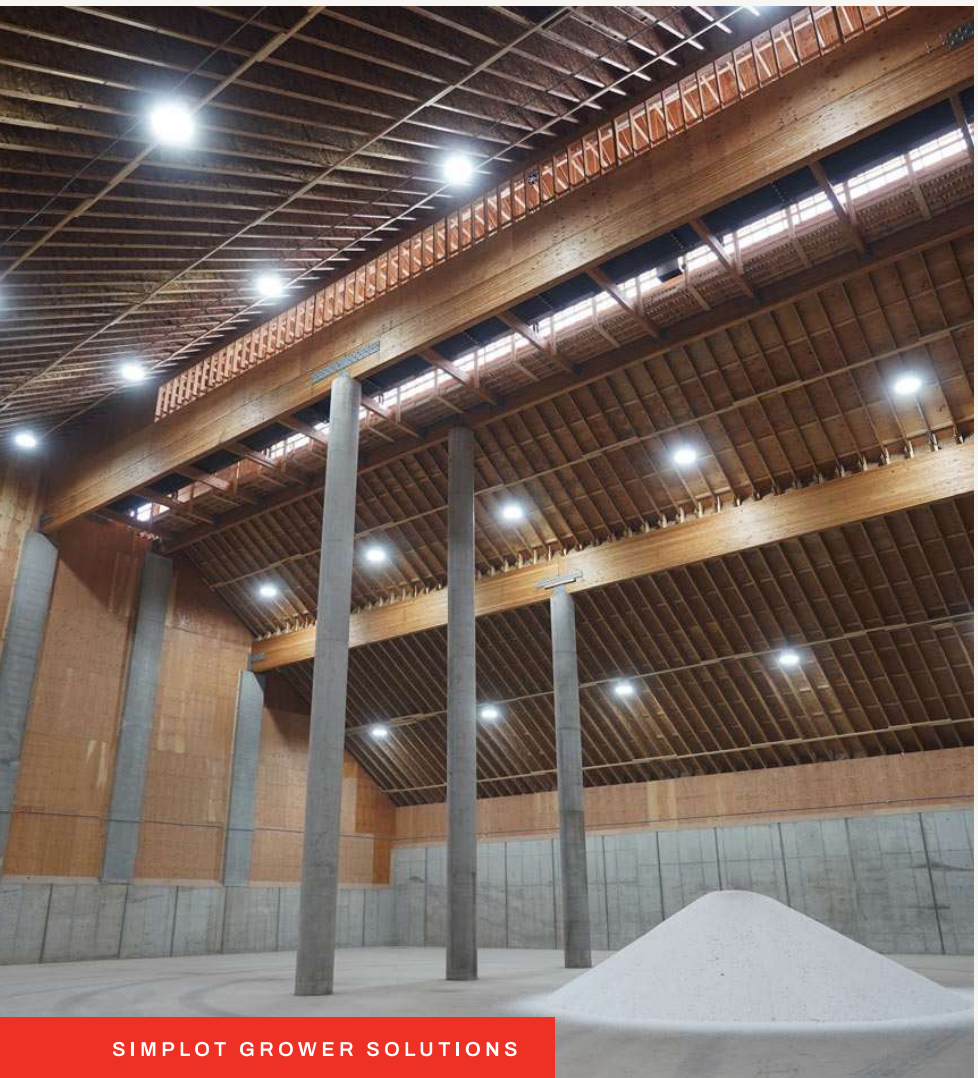
LED retrofits, sports lighting, signage, aviation, and commercial and residential standby power as an authorized Kohler, Generac, and Caterpillar dealer.

## Residential

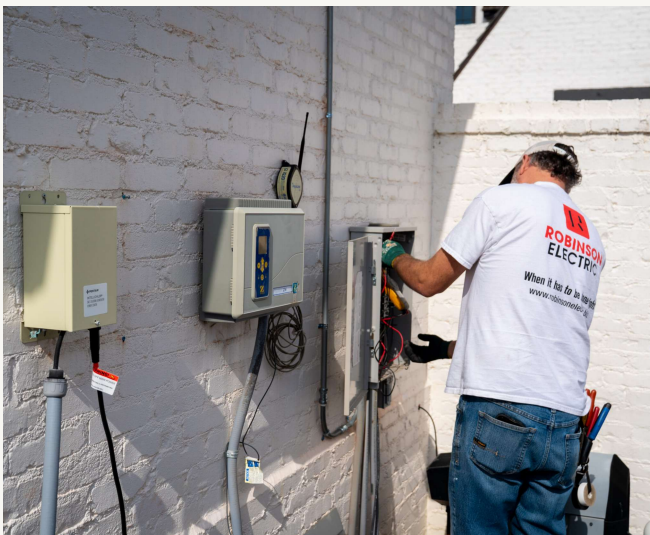
Design-build, service and repair, generators, EV chargers, solar, and lighting.

## Credentials

ABC member, ISNetworld and Avetta certified, Entergy Solutions Trade Ally.












04 · PORTFOLIO

# Select Projects

Robinson Electric's project portfolio reflects the trust it has earned across the region, from cultural landmarks and university campuses to demanding manufacturing and agricultural facilities.

## COMMERCIAL & INSTITUTIONAL

**GRAMMY Museum Mississippi:** Electrical work for the Cleveland museum celebrating Mississippi's musical legacy.

**Delta State University:** A long-standing campus partner, with projects including the Young-Mauldin Cafeteria, Jimmy Sanders Sculpture Garden, Statesman Boulevard, and football field sports lighting.

**Starkville School System:** A major, multi-year project for one of the region's leading public school districts.

**MDCC Thompson Dantone Hall:** Men's dormitory at Mississippi Delta Community College.

**Academy Sports + Outdoors:** Commercial retail electrical.

**Cannon Ford:** Electrical for new dealership construction.

**Planters Bank & Trust:** Commercial banking facility electrical.

## INDUSTRIAL & AGRICULTURAL

*In industrial settings, the team navigates extreme working conditions and complex equipment for clients who rely on its attention to safety and technical expertise.*

**Central Mechanical Plants:** Mississippi State University South Mechanical Plant, the University of Mississippi Central Mechanical Plant, and the Delta State University Central Mechanical Plant.

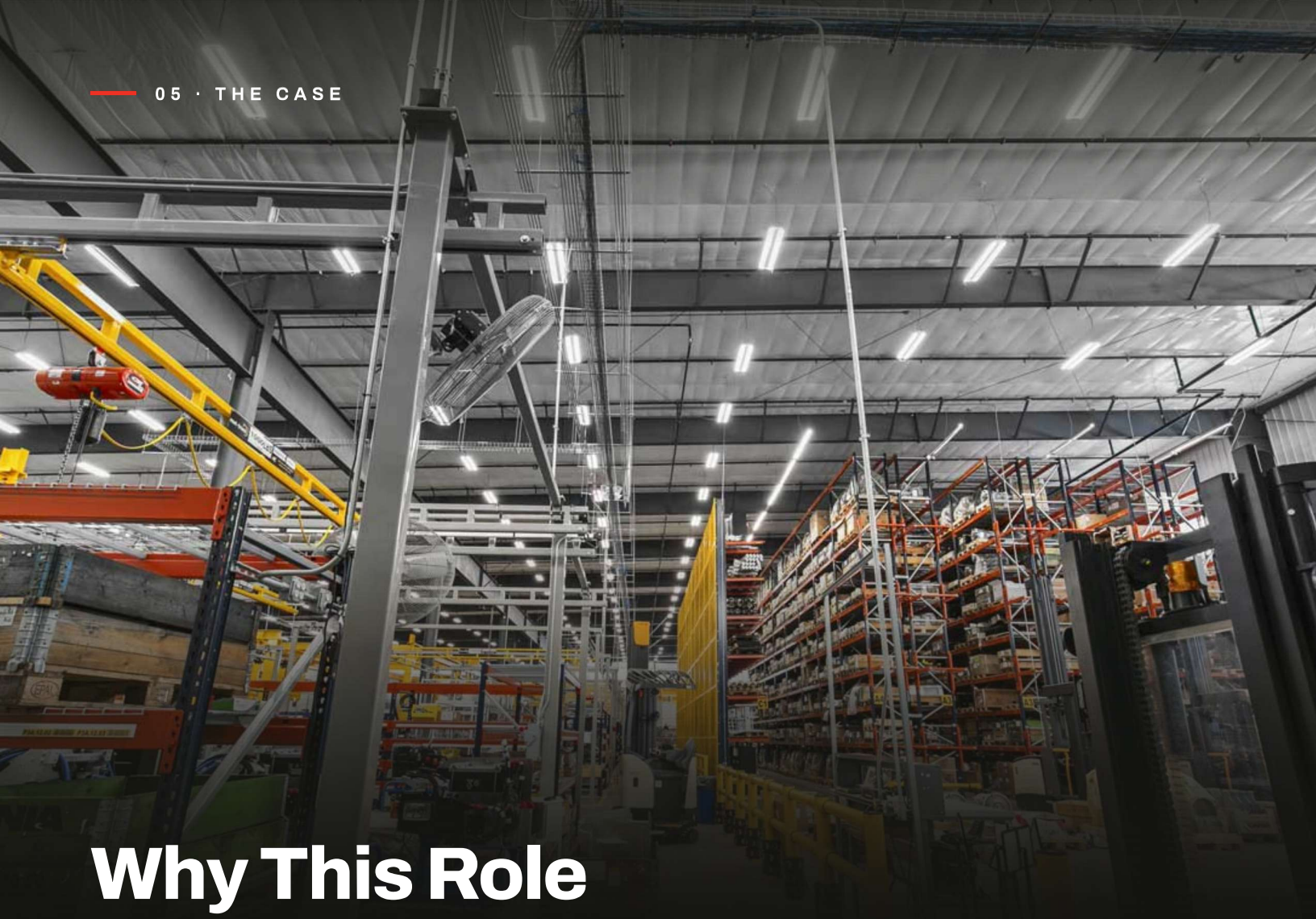
**Milwaukee Tool:** Industrial electrical for a major manufacturing operation.

**Simplot Grower Solutions:** Dry fertilizer terminal.

**Heartland Catfish:** Food processing facility electrical.

**Terberg Taylor:** Industrial electrical.

**METSO:** Facility lighting upgrades.



# Why This Role

**01** **Co-pilot, not caretaker**

Partner directly with the CEO and own the entire operation, with real authority and a seat at the table on every major decision.

**02** **A proven growth story**

Join a company that has grown revenue substantially in recent years and has a clear plan to keep building.

**03** **Build, don’t maintain**

Shape the systems, team, and operating rhythm that will carry Robinson Electric into new Southeast markets.

**04** **Legacy with upside**

Help lead a profitable, values-driven, family-owned business into its next chapter, with the stability of a seventy-year foundation.

# The Opportunity

Robinson Electric is at an inflection point. It has grown revenue substantially, has a seventy-year reputation, and has a clear plan to continue that growth through expansion across the Southeast. To lead the next stage, CEO Brian Robinson is seeking a Vice President of Operations to own and run all company operations.

Reporting directly to the CEO, the VP of Operations will be the true co-pilot of the business. This leader will own execution across the field and office so Brian can focus on business development, strategy, and expansion. The role is on-site, based in Cleveland or Starkville, and built for a leader who wants to build, not maintain.

REPORTS TO
**Brian Robinson, President & CEO**

LOCATION
**Cleveland, MS & Starkville, MS**

WORK MODEL
**On-site**

## THREE CORE PILLARS

**01**

### Operational Leadership

Own the full operation, from project execution and field crews to service, with full accountability for results.

**02**

### Growth & Expansion

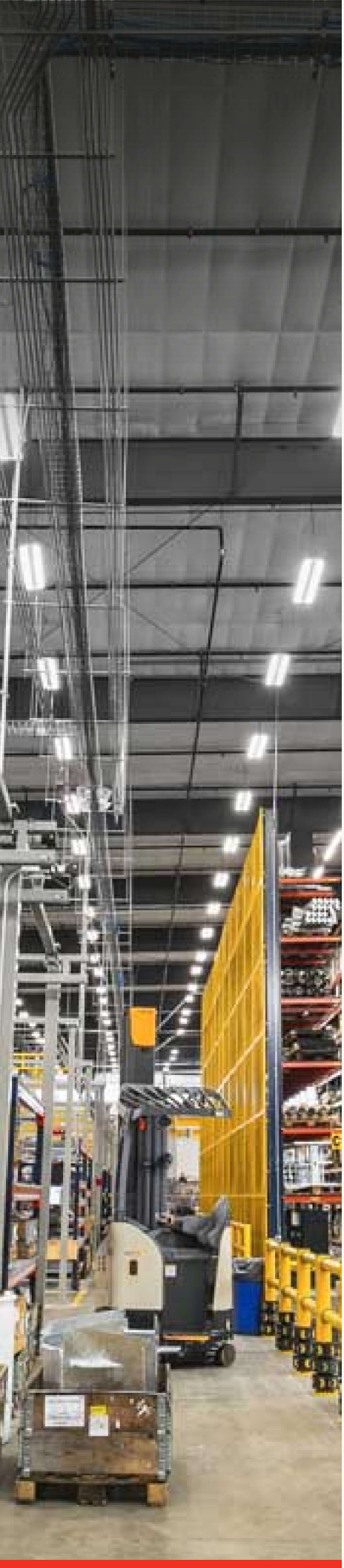
Scale the business and help lead expansion into new markets, branches, and divisions.

**03**

### Systems & Controls

Strengthen systems, procedures, and controls so the company can keep scaling with discipline.







# Key Responsibilities

**01** Act as the owner's strategic partner and second-in-command, with the authority to make key decisions independently.

**02** Lead project managers, foremen, and field crews across all markets, driving safety, quality, schedule, and profitability.

**03** Build the project management, job costing, scheduling, and reporting systems needed for a company growing at this pace.

**04** Run operations on financial data week to week, with a close eye on job profitability, cash flow, and forecasting.

**05** Help manage vendor, banking, insurance, and bonding relationships, and grow bonding capacity and credit.

**06** Lead new market expansion: choosing locations, staffing offices, and winning first work.

**07** Uphold the company's award-winning safety culture.

**08** Develop the bench of project managers and field leaders, and support training and apprenticeship programs.

**09** Carry the company's family culture forward and earn credibility with long-tenured field and office teams.

# The Ideal Candidate

- 10+ years of construction or adjacent business leadership, ideally in electrical contracting; mechanical, HVAC, or general contracting is also relevant.
- Has overseen and led operations for a business unit or region within a construction company or adjacent related business.
- A proven record of growing a business or division, or of opening new markets.
- A change leader who has improved systems, procedures, and controls, and brought both field and office along.
- Strong business sense across operations, finance, and sales, with experience managing vendor, banking, insurance, and bonding relationships.
- Low ego, entrepreneurial, and hands-on. Thrives in a family-owned company without a large corporate support structure.
- Team-oriented, people-focused, and data-driven. Earns trust quickly with an owner and with long-tenured teams.
- A leader of strong character and values that align with the Robinson culture.






# The Search Team

To learn more about this opportunity, please contact the CarterBaldwin search team:

**David Clapp**
MANAGING PARTNER
404-483-6733
dclapp@carterbaldwin.com

**Ben Cottingham**
ASSOCIATE PARTNER
770-335-5180
bcottingham@carterbaldwin.com

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