

Join the @Team:

Chief People Officer



WHY ESSENTIA?

Essentia has assembled a team of trusted experts who design and build turnkey outdoor & indoor networks with unrivaled quality and record-setting cycle times. They know true breakthrough innovations are the ones that target real customer pain points, inefficiencies, and error-prone processes. That's why they're delivering tech-enabled infrastructure services including drone data capture, engineering automations, and machine learning – all powered by their proprietary eSpeed Technology Platform.

Based in Charlotte, N.C., Essentia has planted roots across the country, with remote offices and teams united by a dynamic culture. At the core of any successful network you'll find great people. They believe they've found the best — and they're looking for more.

Essentia was founded in 2003 on the principles of leaders Jarrod and Lindon Hayes' success in network services. They remain entrepreneurial at their core, taking a Silicon Valley-inspired approach to disrupt the communications industry.

Essentia is now seeking a Chief People Officer to lead their next phase of high growth.

In 2021, Essentia earned Great Place to Work Certification and surged into the top third of the Inc. 5000 List of fastest growing private companies. It was a big year – the first of many. They're now seeking a Chief People Officer who can help leverage this momentum into a launchpad for their next phase of high growth.

The right-fit candidate will be a champion for company culture, bringing an innovative mindset to the traditional HR function. And while they'll step into a thriving remote work environment populated by 'A' players, they'll be challenged to scale this approach without compromising the results. That's why Essentia is not looking for just another Rockstar. They're searching for a Maestro of People Operations to conduct truly harmonious growth throughout the organization.

Guided by their core values – Innovation, Collaboration, Impact, and Judgment – and a higher purpose to connect everyone, everywhere to a better way of life, Essentia is redefining what it means to be the most innovative partner in the communications industry. At Essentia, they believe that there's always a smarter way – a better way to get things done for their customers and team members. This approach extends to how they navigate through the next chapter of their story and well beyond. If you have the experience, ideas, and energy to help lead the charge, then the Essentia team can't wait to meet you.

HERE'S WHY CANDIDATES LIKE YOU CHOOSE ESSENTIA:

- They're Building a Bright Future:** Fueled by proven experience, flexible execution, and relentless innovation, Essentia is connecting the world by designing and building forward-thinking network infrastructure for multiple verticals. They're agile, passionate, and growing. With no debt and ample cash, they are expecting growth of 100% next year. And in 2021, they were named to the Inc. 5000 List for the second straight year, rising 1,000 spots from the previous year into the top third of the private company rankings.
- They're Going Places:** With more than 4,500 miles of fiber built, and upward of 2,000 small cell nodes completed, Essentia has established itself as a leader in 5G implementation. Essentia works with Verizon, Crown Castle, CenturyLink, and AT&T on projects for towns, cities, utilities, and jurisdictions.
- They're the Best of Both Worlds:** While Essentia works with large Carriers and MSOs on massive, national projects, they maintain their entrepreneurial spirit. Essentia balances a large, groundbreaking impact with a small company feel. Essentia believes that being tight-knit keeps them close to their market, and results in the best customer service possible. With a customer satisfaction rating of 9/10, the results are proven.
- They're Not Just Building a Company, They're Building a Team:** Here there are no lone rangers. Essentia has a team-oriented ethos — working together to get the job done. And they take pride in the fact that, by eliminating red tape to flatten the company hierarchy, individual and team efforts can be seen impacting everyone up and down the line. When it comes to collaboration, Essentia has no competition.
- They Lead With Their Values:** Armed with carefully vetted values — the closely guarded compass guiding their efforts — Essentia is able to put forth effort and results that amount to so much more than the sum of their parts. Here are the shared values that make all that they do possible:

VALUES

INNOVATION

We see abundant possibilities and few limitations

COLLABORATION

We believe the power is in "we" not "I"

IMPACT

We work and live to make a difference

JUDGMENT

We think first then act smart

• **They're Connected:** Essentia is known as a partnership type company. Whether that be with other businesses, or internally, they are connected on all levels. Many on the Essentia team have decades of experience in wireless, telecommunications, cable, and other high technology areas – along with a record of leading successful businesses. Having top tier talent, a wealth of experience, and a thriving network of connections is the optimal way to build a trusted carrier vendor – and a trusted workplace.

• **Co-CEOs Jarrod and Lindon Hayes lead the company** with an all-inclusive, objective-based leadership style that has enabled them to capitalize on their highly successful track record. Their background in leadership as founding members of Utilipath – the 120th largest private company in North Carolina and provider of network services – guides him in much of his vision for Essentia today.

• **They're an Award-Winning (Remote) Workplace:** Certified™ as a Great Place to Work® and named a Best Employer in North Carolina by *Business North Carolina*, Essentia offers a flexible remote work arrangement. They recognize that, in many cases, telecommuting arrangements can provide a mutually beneficial option for both the company and employees. This has also eliminated the hurdle of sourcing top talent from a single location. Despite being a remote workforce and managing the challenges that come with it, Essentia has continued to foster virtual team collaboration and a culture of success. Essential to being a great workplace is offering industry-best compensation. Their competitive package also includes great benefits, unexpected perks and programs, and when applicable, a robust bonus structure.


\$300
MILLION
PROJECTS TO DATE


42
U.S. STATES
WITH COMPLETED
PROJECTS

9/10

CUSTOMER
SATISFACTION
RATING


TOP
6 of 6
PRIME VENDOR FOR
6 LARGEST TELCOS

Inc.
5000
2020-2021

TELECOMTECH
OUTLOOK
TOP 10
SMALL CELL
CONSULTING/SERVICES COMPANIES
2019-2021


2020
BEST
EMPLOYERS
in
NORTH
CAROLINA

Great
Place
To
Work®
Certified
MAY 2021-MAY 2022
USA

START HERE: ESPEED DEMO

The eSpeed Technology Platform demo is required viewing for all candidates

[WATCH NOW](#)

NEWS & PRESS

Essentia's 2022 Forecast for Telecom, Cable & Enterprise

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Essentia Earns Great Place® to Work Certification™

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Essentia CEO Lindon Hayes Featured On Tower Talks Podcast

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Inside Towers Profiles Essentia:

'Building the Future of Wireless Through Innovation and Forward-Thinking Culture'

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WHY ESSENTIA?

"Essentia has written the script for developing cutting-edge strategies to deliver the coverage and connectivity requirements of their customers."

- Inside Towers

"To put it simply, they have been a pleasure to work with."

- VP of Fortune 50 Telco

ESSENTIA LEADERSHIP

LINDON HAYES

FOUNDER & CEO

With a decorated 20+-years career in the space, Lindon is one of the biggest players in communications. Lindon's focus as CEO and Founder is strategy, business and corporate development, growth initiatives, and operations.



Prior to Essentia, Lindon was the Founder and Managing Member of Utilipath, LLC. Utilipath was a nationwide network services provider and grew to become the 120th largest private company in North Carolina in only 10 years. Utilipath was honored with the Hire Power awards from *Inc. Magazine* for growing by 97 employees in one year. Other growth awards included *Inc Magazine's* 5000 list (3 consecutive years), North Carolina Mid-Market Fast 40 (2 consecutive years), and the Charlotte Fast 50 (2 consecutive years). Utilipath was sold to a private equity firm in 2013.

Lindon's professional experience goes beyond work history. Recognized as one of Charlotte's 40 under 40, Lindon has achieved much more than his title. He has also been recognized with Florida Governor's Innovation Award, the Top 50 Charlotte Entrepreneurs, and Movers and Shakers of Charlotte. His company, Utilipath, was also recognized with Charlotte's "Fast 50" award – a list of the 50 fastest growing companies in the area. Success breeds success in the case of Lindon Hayes.

Lindon is also deeply involved in the civic and business community. He is currently a Board Member for the Chapter, Regional, and International Boards for the Young President's Organization, or YPO. YPO is the global platform for chief executives to engage, learn, and grow. Today, YPO empowers more than 25,000 members in more than 130 countries, diversified among industries and types of businesses. Altogether, YPO member-run companies employ 16 million people and generate 9 trillion USD in annual revenues. Lindon has also been involved in the Charlotte Chamber's Board of Advisors, is a member of Vistage International, and sponsors and speaks for the UNC – Charlotte Entrepreneurship Program.

Lindon attended the University of North Carolina at Chapel Hill, where he received a Bachelor of Arts Degree in Psychology. There, he was a member of Kappa Sigma, and graduated with highest honors – Phi Beta Kappa. He also attended the North Carolina School of Science and Mathematics – where he served on the Alumni Board of Directors.

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ESSENTIA LEADERSHIP

Mike Ward VP, Marketing



Mike leads Essentia's marketing program, from performing sales enablement to brand management. He equally enjoys the challenges of solving the strategy puzzle while telling a story that resonates just right with a given audience. Mike consulted with Essentia on the agency side for several years before joining the team full time.

For the decade leading up to Mike joining Essentia, he ran a content marketing firm, Milepost 0 Creative, where he supported verticals including telecom, energy, construction, economic development, and travel. Prior to that, Mike led marketing departments and content teams for companies including PartnerMD, a concierge healthcare outfit, as well as Snagajob, an hourly employment job site and software company. While at Snagajob, Mike helped lead the company's culture initiatives and build their employer brand – culminating in the Snagajob being recognized as the No.1 Small Company to Work for in America

Before entering marketing, Mike worked as a journalist, including stints as a news reporter, movie critic, and editor for publication including *Richmond.com* and *Newsday*. He recently served as a family columnist for the *Richmond Times-Dispatch*.

Mike won the DC Improv's DC Brau Storytelling Competition with his tale of spending a night out with the 1986 World Champion New York Mets. Mike has coached youth soccer for multiple leagues in the Greater Richmond, VA area. He has also run a monthly stand-up comedy showcase where profits are donated to different nonprofits each month.

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NOW HIRING: **Chief People Officer**

Essentia is seeking a Chief People Officer who's passionate about company culture and scaling workforces to help lead us through our next phase of high growth. The right-fit candidate will bring an innovative mindset to the traditional HR function.

ABOUT THE ROLE:

- Will have their finger on the pulse of Essentia's company culture. Effectively and urgently responds to opportunities and challenges to maintain and elevate their status as a Great Place to Work.
- Develop and implement HR efforts that effectively communicate and bring to life Essentia's purpose, mission, vision, and values.
- Build and deploy plans for the strategic recruitment, hiring, and onboarding of full-time staff and subcontractor partners – compressing timeframes without compromising Essentia's high standards.
- Oversee career development, succession planning, retention, training, leadership development, compensation, and benefits.
- Work cross-functionally to develop a best-in-class recruitment brand.
- Develop and implement comprehensive compensation and benefits plans that are competitive and cost effective.

ABOUT YOU:

- Has led a company through high-growth – and made it to the mountaintop.
- Participates in HR-focused organizations, programs, and accolades that celebrate workplace culture.
- Expert knowledge of employment-related laws and regulations.
- Excellent communication and conflict resolution skills.
- Proven ability to balance the administrative tasks demanded from the HR function with activities contributing to culture, growth, and retention.
- Has a BS/BA degree from an accredited college/university; MBA or MA/MS in human resources or related field preferred.

- 10+ years leading an organization's people and HR functions with a focus on innovative practices and tools.
- SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification preferred.
- Experience leading HR for a remote workplace is a bonus.

Location: Remote (Southeast preferred)