

# Ben Hulme

Heber City, Utah

LinkedIn: Ben Hulme: <https://www.linkedin.com/in/benjamin-hulme-65095951/>

Phone:(480) 495-6647

Email: ben.h.hulme@gmail.com

---

## EXECUTIVE PROFILE

International operations and strategy executive with 20+ years of leadership experience across multi-location service, distribution, and customer facing organizations. Proven track record leading operational transformation, scalable growth initiatives, acquisition integration support, and cross-functional business strategy. Experienced partnering with executive leadership on expansion planning, operational efficiency, due diligence activities, and market growth initiatives. Recognized for building high-performing teams, improving profitability, and driving execution in fast-paced, multi-unit environments.

Strong background in:

- Industry and class leading NPS
  - Strategic planning and execution
  - Operational optimization and process improvement
  - Executive leadership and stakeholder management
  - Financial analysis, modeling and business performance management
  - M&A diligence, integration and acquisition
  - Multi-site leadership and scaling organizations
- 

## PROFESSIONAL EXPERIENCE

**Zerorez, Inc.**

**Chief Development Officer (CDO)**

Feb 2025 – Present

- Lead enterprise growth and development initiatives across a nationally recognized service organization.
- Partner with executive leadership on expansion strategy, market development, and operational scalability.
- Support acquisition evaluation, integration planning, and strategic growth opportunities.
- Drive long-term planning initiatives focused on revenue growth, operational efficiency, and market penetration.

- Build executive-level partnerships and relationships across internal and external stakeholders.

## **Chief Operating Officer (COO)**

2019 – Feb 2025

- M&A acquisition, diligence, integration and expansion during periods of rapid company growth with 18 acquisitions from 2022-2025
- Directed international operations across multiple markets with responsibility for operational performance, profitability, and organizational growth.
- Led large-scale operational improvements focused on efficiency, customer experience, and branch performance optimization.
- Worked closely with ownership and senior leadership on strategic initiatives, investment decisions, and expansion opportunities.
- Implemented standardized operational processes and KPI reporting frameworks that improved visibility and accountability.
- Managed cross-functional teams across operations, sales, recruiting, and field leadership.

## **General Manager**

2013 – 2019

- Full P&L responsibility for regional operations, sales growth, staffing, and customer retention.
- Increased operational efficiency and market performance through process improvements and leadership development.
- Managed budgeting, forecasting, workforce planning, and branch operations.
- Developed strong relationships with commercial clients and strategic partners.

---

## **Safety-Kleen**

### **Arizona Territory Manager**

2008 – 2013

- Managed business development and operational coordination within a large industrial services territory.
  - Led customer acquisition, account management, and service delivery optimization efforts.
  - Collaborated with operations and logistics teams to improve customer satisfaction and territory performance.
  - Analyzed market opportunities and developed strategic growth plans for regional expansion.
-

## **Calply Building Material Supply**

### **Sales and Operations Manager**

2001 – 2007

- Managed sales and operations for a multi-market building materials distribution business.
  - Directed inventory management, logistics coordination, vendor relationships, and operational performance.
  - Improved operational workflows and customer fulfillment processes across multiple markets.
  - Supported branch growth through operational planning, sales leadership, and market expansion initiatives.
  - Developed firsthand experience in distribution operations, supply chain coordination, and regional business management.
- 

## **EDUCATION**

### **Thunderbird School of Global Management**

Master's Degree – Business Management

### **Arizona State University**

Bachelor's Degree - Spanish

## **CORE COMPETENCIES**

- Mergers & Acquisitions Support
- Operational Leadership
- Distribution & Supply Chain Operations
- Strategic Planning
- NPS Optimization
- Multi-Site Operations Management
- Financial & Performance Analysis
- Organizational Development
- Executive Communication
- Process Improvement
- Market Expansion Strategy
- Cross-Functional Leadership
- Change Management
- Team Development