

# Head of Operations

Bluegreen + Bluegreen BLD | Aspen, Colorado

Remote

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## Our Why

At Bluegreen and Bluegreen BLD, we believe landscape has the power to connect people to place, strengthen communities, and create meaningful human experiences.

We are a regionally focused landscape architecture and construction practice located in Aspen, Colorado. Our work reflects a deep respect for the natural environment, cultural systems, craftsmanship, and collaboration.

Our projects range from intimate residential landscapes to larger community-centered environments; all grounded in thoughtful design, rigorous iteration, and an unwavering attention to detail.

The Head of Operations is a strategic operational leader responsible for strengthening organizational alignment, scalability, and execution across Bluegreen and Bluegreen BLD.

This new role exists to strengthen operational infrastructure, organizational communication systems, leadership alignment, and scalable execution across Bluegreen and Bluegreen BLD.

The Head of Operations partners closely with firm leadership to help translate vision into clear, sustainable operational execution while preserving the creativity, responsiveness, and humanity that make the firm unique.

This is not a traditional corporate operations role.

This is a leadership role for someone who understands that thoughtful operations create clarity, trust, accountability, and the structure that allows great design work to thrive.

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## About Bluegreen + Bluegreen BLD

Bluegreen provides bespoke landscape architecture, installation, and stewardship solutions that evoke our clients' unique identities across the spectrums of art, culture, and environment. Our work reflects a deep understanding of how natural and cultural systems operate and how thoughtful landscapes can strengthen belonging, resilience, and human connection.

Our studios operate with curiosity, collaboration, and responsiveness at the center. Ideas are shared openly. Client and collaborator charrettes are inclusive, engaging, and energizing. We believe the best work happens when talented people trust one another, communicate clearly, and feel empowered to contribute.

We primarily work in mountainous regions and communities throughout the Rocky Mountains where environmental sensitivity, rugged beauty, and thoughtful stewardship matter deeply.

Learn more at [Bluegreen](#).

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## The Opportunity

The Head of Operations reports directly to ownership and collaborates closely with leadership across Bluegreen and Bluegreen BLD to strengthen organizational effectiveness, operational alignment, and scalable execution.

This leader will help architect operational systems, communication structures, accountability frameworks, and organizational infrastructure that support long-term growth while preserving the culture, creativity, responsiveness, and humanity that make the firm unique.

The ideal candidate combines senior-level operational leadership with the ability to strengthen systems, improve organizational visibility, align teams, and translate strategic priorities into sustainable execution across multiple business entities.

This newly designed leadership role requires strategic operational leadership, organizational integration, and scalable systems thinking. It reflects Bluegreen's continued organizational evolution and commitment to scalable operational leadership across multiple business entities.

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## What You'll Help Build

### Building an Environment of Trust

- Strategic operational systems that reduce friction and increase organizational clarity
- Scalable infrastructure aligned with firm values and long-term business goals
- Communication and accountability frameworks that strengthen trust and ownership
- Organizational visibility that supports proactive decision-making

- Operational alignment across leadership, studios, project teams, and business functions
- Sustainable operational strategies that support intentional growth without unnecessary bureaucracy

## Making Consistency Scalable

- Building repeatable operational processes aligned with firm values
- Strengthening consistency across client, collaborator, and employee experiences
- Supporting operational scalability without sacrificing culture or design excellence
- Helping operational habits become sustainable across the organization
- Ensuring workflows support both efficiency and thoughtful project execution

## Balancing Discipline with Humanity

- Using metrics as tools for insight and improvement, not fear or micromanagement
- Balancing operational efficiency with human-centered leadership
- Supporting accountability systems that foster clarity and ownership
- Helping teams navigate growth and change with transparency and trust
- Recognizing that operational excellence should reduce chaos, not create it

## Bridging Vision to Reality

- Translating strategic goals into operational action
  - Aligning workflows and operational systems with leadership priorities
  - Supporting communication and alignment between Directorships and teams
  - Helping Bluegreen and Bluegreen BLD consistently deliver on commitments
  - Identifying operational gaps, inefficiencies, and opportunities for improvement before they become larger issues
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# Core Responsibilities

## Strategic Leadership + Team Alignment

- Partner closely with Principals, Directors, leadership teams, and the CFO to strengthen operational alignment across Bluegreen and Bluegreen BLD
- Develop operational frameworks that improve organizational effectiveness, accountability, communication, and scalability
- Support enterprise-level operational planning, prioritization, and strategic execution
- Strengthen operational consistency while preserving flexibility, creativity, and collaboration

- Facilitate alignment across departments, studios, leadership teams, and project operations
- Identify operational gaps, risks, and opportunities proactively before they impact performance

## Process Design + Optimization

- Evaluate and improve operational workflows across the organization
- Strengthen systems supporting project execution, organizational visibility, and operational consistency
- Optimize systems that reduce friction, confusion, and unnecessary operational complexity
- Improve collaboration and communication between project teams
- Support the integration of operational best practices across the business
- Develop systems that improve operational visibility, accountability, and responsiveness
- Lead workflow software implementation and optimization efforts
- Ensure operational systems support both design excellence and business performance

## Data Analysis + Organizational Performance

- Develop meaningful operational dashboards and reporting systems
- Use data and analytics to improve forecasting, decision-making, operational performance, and resource alignment
- Partner with leadership to establish measurable operational priorities and strategic outcomes
- Support alignment between operational strategy, organizational performance, and financial planning
- Ensure metrics reinforce accountability, clarity, trust, and sustainable performance

## Team Leadership + Culture Support

- Foster a collaborative, accountable, people-first operational culture
  - Strengthen communication practices that improve alignment and reduce silos
  - Support leadership development, operational clarity, and organizational consistency
  - Provide strategic operational guidance and mentorship where appropriate
  - Help create an environment where employees feel supported, empowered, connected, and aligned with organizational purpose
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## What We're Looking For

We are looking for an operational leader who combines strategic thinking with practical execution.

The ideal candidate is:

- Highly collaborative and relationship-oriented
  - Operationally strong without creating unnecessary bureaucracy
  - Comfortable balancing systems, people, process, and performance
  - Curious, adaptable, and solutions-oriented
  - Able to see both the big picture and operational details
  - Calm, grounded, and thoughtful under pressure
  - Skilled at connecting teams and improving communication
  - Willing to roll up their sleeves and lead through both strategic planning and organizational implementation
  - Passionate about building environments where both people and business performance thrive
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## Qualifications

Preferred qualifications include:

- 10+ years of senior operational or strategic leadership experience within architecture, landscape architecture, engineering, construction, design, or related professional services industries
  - Proven success strengthening operational systems, organizational structure, and cross-functional accountability
  - Experience leading operational scalability and organizational effectiveness initiatives
  - Experience with workflow and project management software implementation and optimization
  - Experience with BQE CORE and ArborGold strongly preferred
  - Executive-level understanding of financial systems, organizational reporting, and operational forecasting
  - Strong communication, facilitation, leadership, organizational, and strategic planning skills
  - Experience supporting multidisciplinary creative or technical teams
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## Location + Work Environment

This role may be based anywhere in the United States with regular collaboration across both Bluegreen and Bluegreen BLD operations.

Some travel between the studio, project sites, and industry events may be required.

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## Compensation and Benefits

The salary range for this position is \$145,000- \$185,000 per year.

Our benefits package includes Medical, Dental, Vision, Life, 401(k), PTO, Flex Time and Wellness benefit.

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## Equal Opportunity

Bluegreen and Bluegreen BLD are committed to building a collaborative, respectful, and inclusive workplace where employees feel supported and empowered to contribute fully.

We value diverse experiences, perspectives, and backgrounds and believe they strengthen our work, our culture, and the communities we serve.