



Complex Trauma Training Center
PO Box 388
Ukiah, CA 95482
707-234-8523

Job Posting - Integrator / Chief Operating Officer (COO)

Who We Are

The Complex Trauma Training Center (CTTC) is a mission-driven organization focused on delivering high-quality training, education, consultation, and professional community for mental health professionals working with complex trauma.

We are in a growth and scale-up phase and are seeking a strong operational leader to help build and scale the organization while maintaining excellence, integrity, and impact. This is a ground-floor leadership role within a small but growing organization with approximately \$1M in revenue. CTTC has an established professional community with consistent demand and strong program retention — a solid foundation to build from. You will play a key role in building the team, systems, and operational infrastructure — not inheriting a fully built organization.

This role requires the ability to lead with both operational clarity and relational awareness within a mission-driven organization.

We operate using EOS (Entrepreneurial Operating System), including a defined Vision/Traction Organizer (V/TO), quarterly Rocks, scorecards, and a structured meeting cadence.

Role Summary

We are seeking an Integrator/COO to run the day-to-day operations of the business and partner closely with the Visionary/Founder. The Integrator/COO will ensure that the Visionary/Founder's ideas are translated into clear priorities, aligned teams, and consistent results – ultimately turning the vision into reality.

This is a high-responsibility leadership role accountable for translating vision into execution and ensuring the business delivers on its strategic, financial, and operational goals. The Integrator/COO runs the day-to-day operations, ensures alignment across all functions, and builds the systems and accountability required for consistent, scalable results. It requires the ability to lead within a mission-driven, relational culture where both performance and how you lead are held to a high standard.

This role also carries responsibility for ensuring the business is financially sustainable and scalable. The Integrator will be responsible for operationalizing revenue growth, strengthening the business model, and building the systems required to support expansion.

Decision Authority & Ownership



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The Integrator is responsible for fully owning, managing, and running the day-to-day business, with accountability for overall operational and financial performance. This includes:

- Recruiting, building, and managing the team as the organization grows, including all HR functions
- Owning financial performance, including budgeting, resource allocation, and operational decisions
- Establishing and maintaining systems, processes, and accountability structures
- Ensuring the business operates effectively, meets its goals, and executes consistently across all functions and departments

The Integrator has authority to make all day-to-day operational decisions within agreed financial parameters.

The Visionary retains responsibility for long-term vision, strategy, and high-impact decisions.

Working Relationship with the Visionary/Founder

The Integrator is expected to own and resolve the majority of operational issues independently, enabling the Visionary to stay out of day-to-day operations and focus on high-impact work such as strategy, program development, and culture leadership.

Success in this role means the business operates smoothly and predictably without the Visionary's involvement in day-to-day decisions, with strong execution, clear accountability, and measurable progress toward organizational goals.

What You'll Do

- Lead, manage, and hold the team accountable for results and performance (LMA)
- Own financial performance and ensure disciplined budgeting, forecasting, and resource allocation
- Drive revenue performance, translating growth strategy into scalable systems, strengthening revenue streams, and ensuring sales and marketing functions are aligned and producing measurable results
- Execute strategic priorities (Rocks) and maintain operational alignment as new functions and team members are added
- Build and optimize systems, processes, and workflows to support efficiency and scalability
- Build the operational infrastructure required to scale the Visionary's impact across training, program delivery, mentorship, and community leadership
- Lead hiring and organizational design in alignment with the V/TO and growth plan



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- Maintain and strengthen EOS (Entrepreneurial Operating System) implementation, including scorecards, meeting cadence, and accountability structures
 - Partner with the Visionary to refine strategy based on operational and market feedback
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Who You Are

- A proven operator who has run or scaled a business or division
 - Demonstrated ability to Lead, Manage, and Hold Accountable (LMA)
 - Leads effectively in a mission-driven, relational culture - balancing high performance with strong, values-aligned leadership
 - Direct communicator who values clarity and accountability
 - Confident in managing people, performance, and difficult conversations
 - Highly organized, decisive, and execution-focused
 - Able to balance structure with relational leadership
 - Skilled in building systems, metrics, and process-driven accountability
 - Strong track record of executing business plans and driving results, with a clear understanding of revenue drivers, growth opportunities, and scalability
 - Demonstrated experience scaling revenue and operations in a growth-stage organization
 - Preferred: experience operating within EOS (Integrator or senior leadership role)
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Why This Role

- Direct partnership with a Visionary/Founder who is a recognized voice in the complex trauma field
 - True operational ownership — you run the business, not a function within one
 - Ground-floor opportunity to build the team, systems, and culture from an early stage
 - Opportunity to shape and scale a mission-driven organization in a specialized, fast-growing field with increasing demand across the mental health profession
 - Meaningful work paired with competitive compensation — you do not have to choose between impact and pay
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Compensation & Role Details

Salary Range: \$100,000-\$125,000 base + performance bonus

- Performance-based bonus tied to revenue growth
- This role includes a healthcare stipend, PTO, and professional development support; specific details will be provided during the interview process



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- Compensation and benefits are expected to evolve as the organization grows

Employment Type: Full-time, exempt

Location: Remote (U.S.-based)

How to Apply

Please submit your resume and complete our application questions through our careers page:

<https://complextraumatrainingcenter.com/careers/>

Priority review begins April 22, 2026. Applications will be reviewed on a rolling basis until the position is filled.