

# KEVIN LISOWSKI

## Operations Director | Scalability & Systems Architect

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**Strategic Operations Director** with a 10-year track record of transforming "ad-hoc" startups into high-efficiency, tech-enabled organizations. Architect of **Janus**, a proprietary ERP that increased throughput by 400% and reduced SaaS overhead by 80%. Expert in navigating market disruptions by integrating AI-augmented workflows while maintaining zero churn among key talent. Proven ability to manage global, remote workforces and complex P&L restructuring for investment-backed firms.

## CORE COMPETENCIES

### Operational Infrastructure

- ERP Development & SOP Design
- Process Automation & Systems

### Financial Stewardship

- P&L Management & SaaS Costs
- AR/AP & Debt Management

### Strategic Leadership

- AI Integration & Change Mgmt
- Global Payroll & Culture

## PROFESSIONAL EXPERIENCE

### COPYCAT | Operations Director

2022 – Present

*Scaled Seed-funded marketplace from ad-hoc management to a data-driven enterprise.*

- **Proprietary Systems Architecture:** Built "Janus" ERP, replacing a \$30k/year legacy stack; increased production throughput by 400% and enabled real-time COGS/revenue auditing.
- **Financial Engineering:** Compressed AR/AP processing loop by 98% (2 weeks to 2 hours) via API-driven billing migration and custom structured data-export systems.
- **AI-Pivoting & Margin Protection:** Integrated Gen-AI into production floor; leveraged editorial SMEs as a strategic quality layer to maintain brand voice and stable Revenue-per-FTE.
- **Automated Talent Acquisition:** Designed paid-qualification hiring engine vetting 200+ applicants monthly. Reduced admin overhead by 95%, returning ~30 hours of weekly capacity.
- **Cultural Preservation:** Institutionalized high-performance remote culture via SME-led "micro-standups," maintaining 0% churn during major technological pivots.

### TOOLS4EVER | Operational Consultant

2013 – 2022

*Provided high-level systems consulting for enterprise-scale organizations and Fortune 5 clients.*

- **Enterprise Asset Management:** Architected sub-organizational management system for a Fortune 5 Healthcare company. Optimized operational clarity for a division subsequently sold for \$100M.
- **Process Standardization:** Developed scalable identity governance and access management frameworks for diverse client portfolios, reducing security risks and operational friction.

## COMMUNITY LEADERSHIP & BOARD SERVICE

### Oly Hounds | Local & Regional Board Member / Founder

2018 – Present

- Coordinated governance, registration, compliance, and multi-site logistics for a community non-profit.

## TECHNICAL STACK

**Systems:** Contractor Foreman, Custom ERP (Janus), Zapier, Make.com, n8n, ClickUp, Trello.

**Finance:** Stripe API, Quickbooks Online, Bill.com, Rho, Gusto, Paychex.

**AI:** Google Gemini, Lovable, Claude, OpenAI Prompt Engineering.

Just be kind. That's it, that's my whole deal. Do your best in each moment to set and achieve your personal and business goals but, do it with kindness. That includes being kind to yourself.