



📍 Carlsbad, CA 92008

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## SUMMARY

Dynamic and business-minded professional with high integrity, strong work ethic and great leadership skills tackling any job task with enthusiasm and precision. Meticulous and resourceful Director of Operations with proven success leading productive teams, controlling budgets, and driving growth.

## SKILLS

- Goals achieving
- Fast learning
- Meticulousness
- Punctuality
- Sound judgment
- Strong leadership
- Strategic planning and execution
- Profit & loss
- Leadership training
- Risk mitigation
- Cost control
- Quality assurance
- Data analysis
- Employee development
- Project management
- Adaptability
- Creativity
- Cross-functional collaboration
- People management
- Marketing
- HR
- Microsoft Office

# Daniel Limarov

## EXPERIENCE

October 2017 - October 2023

**Director of Operations | Fish District | San Diego, CA**

- Oversaw operations of the chain of 6 seafood restaurants with 50+ team members
- Sales averaging at 7.5M+ a year combined
- Applied effective practices to reach the tendency of continuously decreasing labor and food costs
- Increased sales from 5M to 7.5M+ over 2 years
- Opened 4 successful locations
- Responsible for construction of the new locations
- Hired and coached fresh teams at the new locations including management
- Created the district manager position and related systems from the ground up
- Hired and coached district manager
- Lead Marketing department
- Lead IT department
- Tested and selected new POS system, implemented across all restaurants, coached Teams on using it, found new ways to get the most value out of the system
- Created the state-of-the-art menu structure from the ground up for POS, Online Ordering and Deliveries which boosted sales significantly
- Implemented and maintained new communication systems within the Team
- Project management
- Responsible for HR
- Lead development and profitability of the business
- Analyzed various KPIs to build strategic plans and make data-driven decisions
- Reviewed P&L on a systematic basis
- Reported to owners
- Worked closely with the district management team to reach set goals
- Negotiated with vendors to ensure the best pricing available
- Ensured health and safety compliance adherence
- Standardized processes and procedures
- Hired, fired, trained, and motivated the Team in key management roles
- Fostered a positive and fair work environment

September 2016 - October 2017

**District Manager | Fish District | San Diego, CA**

- Oversee operations of the chain of three seafood restaurants with 25+ team members
- Curating and coaching three store managers
- Responsible for profitability, optimal operations, maintenance, proper hiring, firing, and training procedures
- Lead HR department.
- Lead IT department and IT initiatives.
- Responsible for reaching financial objectives
- Responsible for all managers and staff adhere to company policies and local, state, and federal laws
- Holding weekly meetings with managers to address concerns
- Training team members when necessary

- Google Suite
- Operating and troubleshooting any electronics
- MacOS
- Windows
- POS

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## LANGUAGES

- English
- Ukrainian
- Russian
- Spanish
- Polish

- Addressing performance issues that affect profits
- Resolving customer concerns using excellent customer service skills
- Developing business strategies for revenue growth.

January 2016 - September 2016

**General Store Manager | Fish District | Solana Beach, CA**

- Oversaw operation of the seafood restaurant with 10+ team members.
- Responsible for operations at FOH, BOH food safety compliance, profitability, marketing, guest experience, maintenance, and staffing, purchasing.
- Adhere to company policies and health, safety, and employment standards
- Conducted performance reviews and shared feedback with both upper management and team members

September 2015 - January 2016

**Shift Leader | Fish District | Carlsbad, CA**

- Organizing shift schedules for team members
- Monitoring attendance, tardiness, and time off
- Assigning duties to specific team members based on role and skills
- Supervising employees and assisting with tasks as necessary
- Training new and current team members on tasks
- Handling customer issues and managing conflicts
- Adhering to company policies and health, safety and employment standards
- Balancing cash drawers and preparing cash deposits

January 2013 - August 2015

**Bank Security Department Specialist | Kredobank | Lviv, Lviv County**

- Ensured the integrity of the systems in place.
- Assessed potential security risks and recommended improvements to prevent security breaches.
- Cooperated with law enforcement agencies during investigations of cyber crimes.
- Developed internal standards and protocols for employees to follow.

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## EDUCATION

December 2011

**Master's degree | Information Security**

National University "Lviv Polytechnic"

June 2006

**High school diploma | Business and Law / Business management**

College of Business and Management

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## CERTIFICATIONS

- Responsible Beverage Service
- Harassment prevention training
- Bleeding Control Course
- Driver's License. Category C, Category M1
- American Red Cross course: Adult and Pediatric First Aid/CPR/AED