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Simon Kaltgrad

Hiring

First Choice Business Brokers

Re: Director of Business Systems & Technology (Tech Stack Leader · CRM · Integrations · AI & Automation) — LinkedIn

Dear Hiring,

I'm applying for the Director of Business Systems & Technology role at First Choice Business Brokers. I like business-first tech leadership because it's the only place where you can say "workflow mapping" with a straight face and still be talking about revenue, adoption, and brokers getting home on time.

What pulled me in is how clearly FCBB describes the real job: own Zoho One today, connect it cleanly to your proprietary OMS and websites, reduce manual work, keep data consistent, and be the person who shows up fast when something breaks. That "lean team, high accountability, hands-on when needed" part? That's my comfort zone—because nothing tests leadership like a CRM outage and twelve people asking, "Is it just me?" (It's never just them.)

I'm a strong fit for the core of this role because my experience aligns with the intersection you're

prioritizing: CRM ownership, workflow analysis, integrations, and automation—plus the ability to translate business needs into developer-ready requirements and hold vendors accountable for timelines and quality. I also appreciate your emphasis on piloting improvements in Las Vegas before scaling across 120+ territories; that's how you avoid rolling out a "great idea" that power users immediately rename something unprintable.

If we connect, I'd love to discuss how I'd approach (1) stabilizing and standardizing Zoho One usage and data hygiene, (2) designing integrations that brokers actually feel as time saved, and (3) introducing practical AI/automation where it removes busywork without creating new kinds of chaos.

Sincerely,

Simon Kaltgrad