

## CEO (m/f/d) – Portfolio Company in Italy

FairCap is a fast growing, internationally oriented private equity company that acquires medium-sized companies and transforms them into sustainable, healthy organizations. Our long-term and entrepreneurial approach supports the operational improvement of our portfolio companies, taking into account all stakeholders, including the environment ("win for all").

We are a reliable and experienced partner in complex transactions aiming to provide a "good home" for the companies we acquire. Post-closing, we work closely with the management team to achieve a clear value increase focusing on the sustainable and long-term growth of the company. To accelerate our growth, we are looking to hire a CEO (m/f/d) with a successful track record in operational transformation on site and an entrepreneurial mindset. FairCap has built a strong deal pipeline in Italy and is therefore constantly looking for CEO candidates.

### Your responsibilities:

- Developing and executing the company's business plan in close coordination with FairCap team.
- Managing the commercial development of all business areas to secure new opportunities in the market.
- Responsibility for all activities related to the company's accounting and financial reporting, from structuring of an analytical accounting and reporting model to budgeting and monitoring company performance as well as compliance with local statutory and tax requirements.
- Implementing measures for business optimisation and best practice in the main corporate functions.
- Supporting the growth of the company through a holistic optimization program.
- Coordinating and supervising the continuous development and control of the internal processes across all corporate functions.
- Actively shaping and developing the company in line with the FairCap philosophy.
- Leading the company by motivating and inspiring the team in its professional and personal growth.
- Implementing sustainability initiatives on site.

### Your profile:

- Education: university degree in business administration, economics, engineering, or science with strong commercial knowledge.
- Professional experience: at least 6 years of relevant professional experience in an investment company with an operational focus, in an industrial company or a consulting firm. You have already successfully managed transformation projects and demonstrated implementation and business development strength.
- Well-rounded financial background: exposure to P&L, Balance sheet and Cash flow (must-have), Italian accounting (nice-to-have), tax and commercial legal requirements.
- Commercial orientation: you seize opportunities to create value, competitive advantage, & profit. You have a deep, proactive understanding of the customers' needs as well as the key success factors in the business.
- Results driven: you have a structured and pragmatic approach to solving problems and driving impact combined with an entrepreneurial and team-focused mindset.

- Soft skills: You enjoy dealing with people. You have solid management skills (leadership, planning, organization and execution, collaboration, oversight, etc.) and strong written and oral communication skills.
- Values and ethics: You share FairCap's values and its mission to merge high yield investing, social welfare and the environment.
- Assertiveness: you can inspire others with your ideas and confidence. You can keep a clear head under pressure.
- Ambition and passion: you have a hands-on mentality and pursue goals with determination and ambition. You want to make a big difference in your life and are looking for a job with impact and purpose. Your work ethic is driven by ambitious goals, and you are willing to go the extra mile to achieve them.
- Business fluency in Italian and English.
- Proficiency with the MS-Office Suite and the ERP systems.

What we offer:

- The chance to take on entrepreneurial responsibility and to grow personally as a result of the challenges you face.
- The opportunity to implement your ideas and create real entrepreneurial value.
- Be part of a fast growing and dynamic environment characterised by creative freedom, responsibility, and clear values.
- An attractive, performance-based remuneration model, including equity participation.
- Long-term development opportunities.

If you are interested in this position, please send us your CV to [info@fair-cap.com](mailto:info@fair-cap.com)