

Value Creation Manager (m/f/d)

FairCap is a fast-growing, internationally oriented private equity company that acquires small and 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 Value Creation Manager (m/f/d) with a successful track record in operational transformation and an entrepreneurial mindset.

Typical situations

- **Complex Carve-Out:** The company is to be spun off from a larger corporation and restructured as a stand-alone entity. This process will require a redefinition of its strategic direction and operational structure.
- **Below-Average Profitability:** Compared to its competitors, the company's profitability is lagging. Measures must be defined to achieve industry-standard profitability, followed by a rapid and effective implementation of these improvements.
- **Change Management:** The company must undergo a strategic reorientation of its product and sales strategies. Additionally, a cultural transformation within the organization is essential to facilitate the necessary changes.

Your tasks

- Develop comprehensive value creation concepts focused on growth, cost efficiency, and liquidity, as well as short- and mid-term strategies for business optimization — and implement them hands-on and cross-functionally on-site.
- Work closely with the Operating Partner and management teams across portfolio companies.
- Take on interim management responsibilities within portfolio companies — for example in production, procurement, or supply chain management.
- Set up and lead PMOs to ensure structured execution of value-creation programs.
- Lead cost optimization and carve-out projects to boost efficiency and independence.
- Develop and implement ESG initiatives as well as carve-out and PMI measures.
- Coordinate operational experts (Sales, Procurement, Lean, IT) to deliver measurable impact.

Your profile

- Degree in economics, engineering, or natural sciences with strong commercial acumen.
- 3–5 years of experience in transformation, restructuring, or turnaround projects.
- Entrepreneurial mindset with willingness to take financial stakes and risks.
- Strong people skills: sales affinity, trust-building, assertiveness and an inspiring presence.
- Hands-on, ambitious, and passionate about creating real impact.
- Willingness to travel across Europe; international experience is a plus.

- Business-fluent English skills; French and/or Italian desirable.
- Alignment with FairCap's mission of combining high-yield investments with sustainability.

Your benefits

- Entrepreneurial responsibility and personal growth through real challenges.
- A platform to implement your ideas and create tangible value.
- A close-knit, entrepreneurial culture built on creativity, ownership, and clear values.
- Attractive performance-based compensation with significant equity participation.

Sounds interesting? We look forward to receiving your resume along with a brief cover letter explaining your motivation: careers@fair-cap.com.