

Operating Partner FairCap Italy (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 an Operating Partner for FairCap Italy with a focus on Italian transactions (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

- **Development of strategies and initiatives for profitability improvement** in close collaboration with the local management teams at portfolio companies.
- **Filling key line functions as needed** (e.g., CEO, CFO, COO) to support leadership and stability during the transition.
- **Planning and execution of cost optimization programs** to streamline operations and enhance financial performance.
- **Development of a sustainable growth strategy** to ensure long-term competitiveness and market expansion.
- **Execution of the carve-out process** to effectively separate the business from the larger corporate group.
- **Establishment of a Project Management Office (PMO)** within the portfolio companies to ensure a structured implementation of value-enhancing initiatives.
- **Coordination of our operational experts** in areas such as Sales, Lean Manufacturing, Procurement, and IT to drive targeted improvements.
- **Implementation of on-site sustainability initiatives** to promote environmental and social responsibility.

Your profile

- **Education:** University degree in economics, natural sciences, or engineering with strong commercial expertise.
- **Professional Experience:** At least 8 years of experience in a private equity firm with an operational focus, an industrial company, or a consulting firm. You have a proven track record of successfully leading transformation projects and demonstrating strong implementation skills.
- **Entrepreneurial Mindset:** You value having a financial stake in the companies you support and are willing to take on entrepreneurial risk to achieve it.
- **Willingness to Travel:** FairCap operates across Europe, so you should be prepared for extensive travel commitments.
- **Soft Skills:** You enjoy working with people, have a natural affinity for sales, and are a good listener who builds trust in conversations. International experience and fluent business English complete your profile.
- **Values and Ethics:** You share FairCap's values and mission of combining high-yield investments with sustainability and environmental responsibility.
- **Assertiveness:** You can inspire others with your ideas and enjoy executing plans with determination and consistency.
- **Ambition and Passion:** You have a hands-on mentality, pursue goals with determination, and strive to make a meaningful impact in your career. You are driven by ambitious goals and are willing to go the extra mile to achieve them. Passion for the mission is your driving force.

Your benefits

- **The opportunity to take on entrepreneurial responsibility** and grow personally through new challenges.
- **A platform to implement your ideas and create genuine entrepreneurial value,** making a tangible impact.
- **Being part of a close-knit, entrepreneurial environment** that values creativity, responsibility, and clear principles.
- **An attractive, performance-based compensation model** with a significant equity component, allowing you to directly participate in the company's value growth.

Have we sparked your interest in this position? If so, please send us your resume along with a brief cover letter explaining your motivation to: careers@fair-cap.com