

Position Profile

Managing Director Delta Logic AG / (m/f – 100%) Sursee, Canton of Lucerne / Switzerland

A Volaris Group Company

Our Client Volaris Group

Volaris Group (www.volarisgroup.com) acquires, strengthens and grows vertical market technology companies enabling them to be clear leaders within their industry. Its operating companies provide mission-critical software and technology solutions to a number of vertical markets. Volaris seeks out long-term investment opportunities in companies, technologies or ideas that add value to existing core markets or allow entry into new ones.

Volaris Group is a subsidiary of Constellation Software Inc. (www.cssoftware.com), listed on the Toronto Stock Exchange. Constellation Software is a conglomerate of vertical market software companies and has completed over 400 acquisitions since they were founded in 1995. They do not sell their investments, as their favorite holding period is forever.

Volaris Group operates in a highly decentralized business model as they believe small teams that are focused on serving their specific market deliver the best results. The Volaris Group's focus on acquiring businesses with growth potential, managing them well and building them has allowed them to generate significant cash flow and revenue growth.

Volaris companies provide specialized, mission-critical solutions to vertical markets around the world, including Agri-Food, Asset Management and Logistics, Benefits, Administration, Cultural Collections Management, Insurance, Justice, Marine, People Transportation, Rental Management, Healthcare, and many more.

Turnover: USD 3.5 billion in 2019 (Constellation Software). Number of employees: over 23,000 full-time employees (Constellation Software).

The Position (m/f)

Background and Position Overview

Volaris has recently acquired Delta Logic AG in Sursee, Canton of Lucerne/Switzerland. For details, click here <https://www.tribuna.ch> (new website in preparation)

Position Title:	Managing Director/Geschäftsführer Delta Logic AG
Location:	Sursee/Switzerland – 2-3 days per week onsite, remote working is possible (Home Office)
Reports to:	Head of Portfolio, Volaris
Direct Reports:	3 - 4
Job starts:	as soon as possible

The Role

We are looking for a smart and passionate new Managing Director with a strong track record in Product Management. In this key role you will be responsible for Sales & Business Development, Product and Engineering functions as well as interacting with Customers with the objective of building great products that customers love and which will further increase the company's revenue and profit. You lead a team of 18 motivated people with full P&L responsibility and can tap into the best practices of the world's most frequent buyer of vertical market software companies.

Main focus of the role:

- Maintain and further develop of the existing customers (courthouses and prosecutors of 14 cantons) by responding to their wishes and requirements
- Safeguard the transition from the existing legacy solution (Tribuna V3) to a modern Java-based application (Tribuna V4). The first migration projects with three pilot customers have just started in September 2020.
- Definition of the company's next product developments, implementation of the goals through project management and regular internal reviews with the team leaders
 - Evaluating new product opportunities and justifying and actualizing the current product roadmap
 - Establishing and maintaining a deep understanding of the customer needs as well as overall industry trends through moderation of structured workshops with pilot customers, trade shows, and other exchanges with customers
 - Developing present and future product lines by building product roadmaps, specifications and requirements closely aligned with customer needs and sales priorities
 - Challenging the collaboration with the development team in Manila to drive engineering planning, in order to ensure a high quality and on-time launch of new product features and products
 - Actively and effectively communicating both short-term product priorities and long-term product strategies across all parts of the organization, ensuring close alignment of activities and high level of motivation across the company
 - Implementing and executing a process to monitor and evaluate product's KPIs

- P&L Management by applying Constellation Best Practices to drive profitable growth
- Interest to move into a Group Leader role at a later stage including buying and overseeing other software companies

Profile of Ideal Candidate (m/f)

You are either a passionate general manager with strong product manager skills, with proven track record in launching and scaling software or data products. Or you are an experienced product manager in the software space who is confident to head up a software business, can provide strategic guidance, motivate staff for high performance, and you are open to adopt best practices.

Your qualification

- Former or current experience as Product Manager or Senior Product Manager in a software technology with a strong focus on B2B
- Worked in a strong engineering environment, comfortable discussing in-depth technical details with engineers and getting into the “how” of complex technical products, able to understand trade-offs and suggest alternatives
- Proven track record and passion for solving customer problems by building relationships with key client stakeholders and having conducted structured interviews with customers
- Ownership for product roadmap definition and iteration of a single product line
- Demonstrated alignments of sales and commercial priorities with engineering roadmaps, resulting in the successful launch of products
- Used to work closely with both sales and business development as well as engineering
- Willing and ambitious to move up the career ladder, to act as a Managing Director and to further grow in Volaris Group
- Sound understanding of financial metrics, experience in forecasting of revenues and costs, and equipped with very good MS Excel skills
- Fluency in written and spoken English as well as German
- Qualified to degree level, preferably with a Technical or Computer Science degree

Nice to haves:

- Experience as a General Manager of a small software business
- Experience in the Swiss Public Sector
- Proven ability to direct a diverse group of professionals in accomplishing complex tasks

Soft skills:

- Excellent communication, interpersonal and team building skills, comfortable interacting and motivating personnel at all levels of the organization
- Hands on mentality with the ability and willingness to work as part of a team
- Self-motivated starter, able to instigate and manage change
- Solid business judgment capable of driving an organization to the right results with a focused, pragmatic approach
- Ability to work under pressure to tight time scales
- Good sense of humor, with the ability to create and maintain excellent communications between respective sites and divisions
- High work ethic, flexibility, and willingness/ability to travel (occasionally)

09/2020 – NUC