

Value Creation Manager (m/f/d) – French speaking

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”).

Following the recent acquisition of the French automotive spare parts distributor Flauraud, we are looking to hire a French speaking Value Creation Manager (m/f/d) to support the transformation.

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.
- 4–8 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 and French skills.
- 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.

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