

Position Profile

Associate Director, Mergers & Acquisitions (m/f)

Volaris Group

Our Client

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.csisoftware.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 favourite 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, and many more.

Turnover: USD 2.5 billion in 2017 (Constellation Software). Number of employees: over 13,000 full-time employees (Constellation Software).

The Position

Position Title:	Associate Director, Mergers & Acquisitions
Location:	Germany
Reports to:	Portfolio Head, M&A, Volaris Group, based in Singapore but relocating to Europe in Q2/Q3 2019
Direct Reports:	None

As a key individual of Volaris' M&A team in Europe, you will drive their acquisition activities on the Continent, focusing on the German speaking parts of Europe (DACH region), by sourcing and executing acquisitions of vertical-market-software companies.

You will have an opportunity to add value through the entire M&A cycle, working with a driven, high-energy M&A team and senior leaders within their organization. They offer a unique opportunity to build your career as a value-driven investor in the software industry.

You are driven to perform, are results-oriented, have an attention for detail and are willing to work variable hours. You have excellent social skills, a warm phone manner, and are an enthusiastic energetic self-starter. You are extremely organized and do not let details slip through the cracks. You are a collaborative individual, who can work easily with a team, and have experience in managing people.

Specific Responsibilities: Strategy, Development and Execution Support

- Creatively identifying mid-market software businesses meeting the strategic criteria and specific financial/operational metrics of the Volaris Group.
- Developing, conducting and managing high-volume prospecting campaigns through automated marketing, email, outbound calling and in-person meetings.
- Engage in a meaningful dialogue with software company owners/executives, financial advisors, investment bankers, and private equity firms while maintaining the highest level of confidentiality, integrity and professionalism.
- Create insightful market research reports, BD effectiveness reports, and BD tactical plans to improve overall coverage of the M&A funnel.
- Organize, analyze and present company financial information and develop valuation models.
- Drive all stages of the M&A process including assisting in negotiating the key transaction terms, conducting financial and operational due diligence, preparing investment memorandums, and assisting in negotiating the final purchase agreements.
- Project manage the diligence process by engaging with operational departments including human resources, research and development, tax, and legal.

Profile of Ideal Candidate

Education:	Excellent academic performance in an undergraduate degree: graduate degree and/or MBA is a plus, but not required.
Languages:	Fluent in German and English, other languages are a plus.
Qualifications & Experience:	<ul style="list-style-type: none">• At least 4 years' experience in private equity, venture capital, corporate development, business development, or the M&A team of an investment bank or corporate finance advisory with ratings as a top performer. Preference given to those with small to mid-market experience.• Excellent Excel and PowerPoint skills; proficient in building complex financial models and capable of translating raw data into thoughtful analysis and concise presentations that will be delivered to senior executives.
Personal Characteristics:	<ul style="list-style-type: none">• An accessible leader with a natural talent to build trustful relationships with decision makers• Proactive attitude and willingness to go the extra mile, all day, every day• Charismatic personality with a passion for growth and future trends• Rational and realistic in assessment decision making with a great sense for great opportunities• Incredible curiosity• Respectful and responsive towards colleagues, customers and all stakeholders• Self-starting, hands-on and undogmatic in his/her efficient working style: High level of self-motivation and flexibility• Great networker in and outside the firm• Open mindset with good social and presentation skills

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