

SENIOR INVESTMENT MANAGER @ SPDG VENTURES

Société Anonyme de Participation et de Gestion (SPDG) is the holding company of the Périer-D'Ieteren family, one of the two major shareholders of the D'Ieteren Group.

The mission of SPDG is twofold. On the one hand, SPDG takes on the professional management of its strategic shareholding in D'Ieteren. On the other hand, via SPDG Ventures, it aims to partner with entrepreneurs in ventures that have a lasting impact on society. Companies included in the investment scope relate to mobility and smart city solutions in these specific contexts. We invest primarily in individual ventures in the earlier stages of their life-cycle, as well as in investment funds and real estate.

Consult our website at www.spdg.be for further information.

Position

The sought after candidate will be joining the core Investment Management Team of SPDG Ventures as one of its senior members (Senior Investment Manager or SIM). The SIM will actively help further shape the investment strategy of SPDG Ventures, and lead the end-to-end execution of individual streams of work, namely:

- Sourcing opportunities (through networks, conferences, relations with other investors, etc), and developing a high quality pipeline of leads fitting SPDG Ventures' strategy;
- Developing, presenting and defending complete investment cases for the most promising investment opportunities for approval by the SPDG Ventures Investment Committee;
- Working closely with the portfolio companies / investment vehicles (and selectively joining boards), in tandem with Management Committee members of SPDG Ventures and Senior Advisors/ Venture Partners.

The SIM shall work on a day to day basis with the other investment managers and analysts, under the leadership of the Chief Investment Officer, and will interact on a regular basis with the rest of the SPDG leadership (Management Committee and Investment Committee) to bring new cases and follow up on existing investments.

Principal responsibilities

Typical tasks entrusted to the selected candidate shall inter alia include the following:

- Pipeline management:
 - Assessment of certain landscapes / sub investment areas of interest to develop investment theses, identify potential investment plays and partners, assess market dynamics;
 - Networking and deal flow management, with the aim to generate a sufficient quantity of high quality files to review on a regular basis;
 - Evaluation of investment targets from the 360° perspective of market attractiveness, competitive positioning and assessment, team strengths, investment terms (incl. detailed financial analysis);
 - Deal negotiation, comprising deal terms definition, negotiation posture management, formulation of recommendations, etc;
- Portfolio management:
 - Performance follow-up and analysis over time, including tracking interactions with the investment ventures (and filing all key documents);
 - Board participation preparation and debriefing, with the aim to define the best posture for the SPDG and the company to adopt;
 - Ad hoc interventions in support to the company (e.g. competitive watch, business introductions, capability building on areas of spike of the SIM);
- Cross-cutting contributions:
 - Pipeline review across the team, and challenge and support to other IM team members;
 - Knowledge development and sharing in areas of interest and spike of relevance;
 - Ad hoc support to files brought by the SPDG Ventures leadership;
 - Overall SPDG Ventures team and culture reinforcement (e.g. recruiting efforts, capability building initiatives, networking and image building).

Profile sought

The candidate will have a university degree in a space of direct relevance to the activities of SPDG Ventures (e.g. engineering, business, economics, finance, law), with around 15 years of both broad and deep experience in one or more areas of industry and / or functional relevance to SPDG ventures, e.g.:

- Investment management, preferably in the private equity or venture capital domain;
- Senior managerial positions in dynamic / fast growing companies;
- M&A in a corporate or professional services environment.

The candidate shall also have ideally demonstrated an interest in technology and be able to formulate a high-level understanding of the technological components of existing or prospective investments.

Skills and qualifications

The candidate shall possess a strong base of critical skills in 3 areas, with evidence of having demonstrated their mastery in the following:

1. Well rounded general problem solving leadership skills, i.e.:
 - Robust analytical skills, intellectually curious, with an ability to understand a broad set of issues and comfortable with numbers;
 - Ability to solve a variety of problems in an independent way, with sufficient persistence/ not letting go easily, while striking a balance between effort and output;
 - Comfort in understanding the broader strategic context to issues at hand combined with a high attention to details;
2. Relevant domain / functional expertise, i.e.:
 - Understanding of the deal making and management process, and more specifically: (i) comfort with financial analysis; (ii) deal making language and practices and (iii) basic negotiation tactics;
 - Business operations acumen, with sufficient maturity to understand what makes businesses to strive vs. struggle, and especially what makes the difference in managers' performance;
 - Ideally having some experience in sectors and functions related to SPDG's investment focus (technology and/or mobility and smart cities);
3. Reliable emotional intelligence, i.e.:
 - Ability to and preference for teamwork, with a sense of common purpose and experience in helping others (more juniors, peers and more seniors);
 - Robust communication skills, at ease in oral expression and mastering written communication (clear, structured and fact-based);
 - Ability to foster genuine relationships to deliver on the company agenda;
 - Personal drive and stamina to operate both independently and collaboratively within a small team environment as well as with external parties

In addition to these necessary basic pre-requisites, the SIM candidate shall have demonstrated a spike of deep expertise and experience in the area of deal making. We are keen to upgrade our capabilities in this space, in particular when it comes to designing, structuring and negotiating winning and balanced investment terms with our partners (both entrepreneurs and co-investors). To this end, the candidate must have demonstrated a track record in one or more functions focusing on the deal making side, be it by working in individual companies (e.g. corporate M&A, startup studio/accelerator) and/ or in service companies (e.g. M&A professional services, investment fund).

Last but not least, the candidate shall have at least an affinity for SPDG's impact oriented mission, which is to invest in ventures and organisations that strive to have a positive and lasting impact on our environment and societies.



Given the international nature of our work (Europe plus Israel, US and Asia), fluency in English is a must and multi-lingual skills (especially French and/or Dutch) will be a strong plus.

Our offer

Full time employment package in our Brussels office with a compensation comprising:

- A fixed cash base and a year-end performance bonus;
- A long term incentive (similar to a “carried interest” structure in a VC Fund);
- Other non cash elements (including company car, healthcare insurance coverage, contribution to pension fund, etc).

The applicant must be able and ready to work in Brussels, and to travel to the countries in which we invest.

Application

Apply by sending your CV and accompanying cover letter to the following e-mail address: recruitment@spdg.be