

Vacancy at Mutares

Associate Director of Turnaround Management Office

MUTARES



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Requirements

- Over 10 years of experience in relevant fields
- In Business transformations and restructuring
- Proven ability to lead cross-functional teams
- Strong stakeholder management skills
- Highly organized and analytical
- Fluency in English, Swedish, and Finnish
- Willingness to travel 4 days a week

 Helsinki

Mutares is an international private equity investor specializing in optimizing mid-sized companies undergoing transitional phases. The Associate Director of the Turnaround Management Office will lead restructuring initiatives on-site at portfolio companies across Europe, align management boards with operational teams, and drive high performance throughout the transformation process.

Over Mutares

Mutares is a publicly listed European-based private equity holding company specializing in restructuring medium-sized companies and spin-offs. They acquire divisions of major corporations (carve-outs) as well as medium-sized companies with revenues ranging from 100 million euros to 750 million euros during transformational phases. By leveraging the development potential of traditionally distressed target companies through an active turnaround process, their team of operational specialists restructures these businesses, guiding them towards stable and profitable growth paths.

Known as “the equity entrepreneurs,” Mutares supports its portfolio companies with in-house consulting teams and strategic add-on acquisitions. As an owner-managed international holding company, approximately 37% of its shares are held by the Management and Supervisory Boards, both closely involved in the value creation process. Their portfolio companies operate worldwide across various industries, primarily in Automotive and Mobility, Engineering and Technology, Goods and Services, and Retail and Food.

Since opening its first office in Munich in 2008, Mutares has become a global player in the carve-out and restructuring markets, with continued expansion across Europe and beyond. The company now employs 27,000 professionals across its portfolio companies and has a team of 140 internal operational specialists managing the entire value-creation process from thirteen European offices.

Mutares is ambitious in its growth strategy, currently expanding local teams of operational professionals who understand the market dynamics and speak the local language, to guide new portfolio companies toward sustainable growth.





Associate Director of Turnaround Management Office

The Associate Director of the Turnaround Management Office (TMO) will drive the successful implementation of turnaround initiatives and serve as a strategic bridge between Mutares and its portfolio companies. Working closely with management boards and operational teams, they will provide centralized insights and coordination, allocating resources to enable optimal performance while minimizing risks.

The Associate Director plays a vital role throughout the turnaround process. They will develop comprehensive business plans and turnaround concepts to ensure alignment with the Mutares team and its portfolio companies. After analyzing financial situations and identifying opportunities for improvement, the Associate Director will create strategic plans to address challenges, drive efficiency, and increase profitability. This includes assessing strategic decisions such as insourcing and outsourcing in collaboration with local teams and Mutares' professionals.

Structured and pragmatic, the Associate Director will establish governance structures to monitor the progress of turnaround initiatives. By introducing streamlined performance tracking metrics and reporting, they will continuously assess financial and operational performance, proactively addressing any concerns. Focusing on relevant details with a pragmatic mindset, they will identify potential risks and implement strategies to mitigate them, ensuring turnarounds run smoothly. They will also monitor and prioritize resources, including strategically allocating budgets and deploying resources to areas of greatest need.

Turnarounds involve many stakeholders, including investors, lenders, suppliers, and employees. The Associate Director excels in connecting with people and developing strong relationships. They communicate clearly, keep everyone well-informed, carefully navigate any concerns, ensure all parties feel heard and accounted for, and stimulate buy-in and smooth transitions throughout the process. Internally, the Associate Director drives improvement initiatives and knowledge sharing within the Mutares operational team.

“The Associate Director will be the bridge between Mutares and our portfolio companies. Their strategic guidance, coordination, and oversight will ensure the turnaround efforts are executed efficiently, minimize risks, and drive the organization’s sustainable recovery and long-term success.”

Alexis Lindhé,
Head of TMO Practice of Mutares

Mutares offers a dynamic international working environment and fosters exceptional cooperation and teamwork. The Associate Director will join an ambitious and diverse team of operational professionals, working up to four days a week on-site at portfolio companies across Europe and one day a week at the office in Helsinki. This role is an ideal fit for a seasoned project manager with experience in transformations and a results-driven mindset. It offers the opportunity to take initiative and grow professionally within the organization, potentially advancing to the Director-level position in the TMO practice or becoming a Chief Restructuring Officer.





Interested?

Mutares is working with Top of Minds to fill this vacancy.

To express your interest, please contact Roland Vetten at roland.vetten@topofminds.com



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