



Active Ownership

Who we are

Active Ownership Capital “AOC” is an independent, partner-managed investment company which **acquires significant minority stakes in publicly listed, undervalued small- and mid-size companies** in German speaking countries (Germany, Switzerland, Austria) and the Nordics (Sweden, Finland, Denmark, Norway). Our investment approach is based on two pillars: **Value Investing** and **Value Creation**.

AOC follows an **active ownership approach** and fosters value creation through operational, strategic and structural improvements. For us, active ownership means that we **act as the company’s partner and support it long-term**. Together with management, we define value-enhancing strategies and measures and are ready to support their implementation as supervisory board members and advisors. Furthermore, we have access to a dedicated pool of experienced industry experts, which help us identify and realize strategic and operational improvement potential.

As equity investors **we add long-term oriented entrepreneurial thinking** to publicly listed companies. Our investor base consists of European family offices and selected institutional investors.

Responsibilities

To enhance our team we are looking for an **Investment Professional**. In this function you will be responsible for screening and analyzing potential portfolio companies and for supporting the team in the development of our value increase plans and the actual investment management of our portfolio companies.

What are we looking for?

We are looking for candidates that have **3-7 years of experience** within private equity or other investment firms, equity research, investment banking or management consulting at a top firm. You should have been investing your own money for some years.

We are looking for the following personality traits:

- a) Business sense.** When confronted with a wealth of information about a company or an industry you are able to zoom in on the patterns that reflect business quality. You are a businessman with attention to detail when appropriate, not just an analyst. You have a nose for money, not just excellent financial modeling skills.
- b) Independent thinking.** You listen closely to others and learn quickly, but in the end you form your own opinion. Thus, your conclusions are often different from conventional thinkers. You are able to imagine where a business will be standing in 5 or 10 years – instead of observing the status quo or looking in the rear-view mirror.

c) Diligent analysis. Analysing potential portfolio companies can take up to 12 months and requires to turn every stone to understand the company better than any other investor. We talk to management and employees, industry experts, customers, competitors, suppliers and any other sources that give us a better understanding of our potential companies. You are self-confident and have good relationship building skills and no fear contacting and speaking to unfamiliar persons.

d) Passion in your work. Whenever you do something you try to do it as well as possible and to go the extra mile because you love what you do. We are looking for candidates with excellent interpersonal and team working abilities who desire to make a real contribution and difference in growing our company.

In addition to fluency in German and English it would be favorable (but not mandatory) to speak a Scandinavia language or Polish. For a short overview of our firm please have a closer look at our website. Your application should be accompanied by a **cover letter addressing the points a) to d) mentioned above**. Candidates will be requested to submit 2 of their best idea write-ups of Western European companies. Please address your application to ps@activeownership.lu, attention Petra Schaffer.