



## Technology Transformation Advisor

Compass Group Equity Partners, a St. Louis based, lower-middle-market private equity firm, is building a team of functional advisors, called “Compass Guides”, which are deployed to bring action and expertise to our portfolio companies. These Compass Guides will provide senior-level advice and subject matter expertise as well as share best practices across portfolio companies. This team will deliver on strategic initiatives and enable significant value creation.

This role will be a strategic leader providing guidance on technology enhancements and completing key projects for portfolio companies to operate most efficiently, while aligning with overall deal objectives and business purpose. You will evaluate current state of technology during pre-deal due diligence and guide technology transformation efforts post-deal closing to move portfolio companies forward with enhanced technology.

This position has the flexibility to be full-time or part-time, and structured as a w-2 employee or 1099 arrangement.

### **Job Responsibilities:**

- Collaborate with Compass Group leadership to understand strategic direction and deal objectives related and discuss how technology could play a role.
- Facilitate senior leaders through strategic transformational workstreams that include, but are not limited to, ERP software implementation, digital reinvention, creating KPI dashboards, automation of internal systems & processes, new product/service delivery, data strategy, etc.
- Assess market and competitive landscape to understand the company’s priorities and identify opportunities for value-add technology. Understand strengths and weaknesses of the company’s current technology, systems, and processes at portfolio companies.
- Present strategic opportunities, aligned to strategy/goals/objectives, define business cases, and develop strategic roadmaps that clearly articulate the journey toward ideal end-user experiences and business outcomes.
- Manage technology projects from scoping project specifications, identification and selection of vendors, forming internal working groups, and change management.
- Provide analysis and in-depth subject matter support during early M&A deal planning (e.g., strategic opportunities) through post-deal closing (e.g., project management). Involvement may vary by portfolio company and transaction.
- Serve as a thought leader providing guidance on complex transactions and delivering thoughtful insights & risk-weighted recommendations.
- Approach projects with a flexible, innovative mindset and a desire to make a positive impact on a dynamic private equity firm, while creating meaningful value to portfolio companies. Cultivate best practices and bring continuity across portfolio companies over time versus using a third-party consultant on a “one-off” basis.
- Engage portfolio leaders to deepen business relationships. Proactively identify and solve emerging needs and issues within business segments.



**Qualifications:**

- Bachelor's degree in business administration, management information systems, computer science, or related field. Master's degree preferred.
- 10+ years of IT in support of Business Services experience, or equivalent experience.
- Experience working within a consultative environment with design thinking and project management experience preferred.
- Must be able to understand and communicate the principles of process improvement, design thinking, data analysis, and change management to a wide variety of audiences to gain the buy-in and understanding needed to effectively deploy tools and successfully deliver consistent quality for consultations and/or projects
- Must be able to engage and inspire a wide variety of team members for quick and effective engagement
- Must be able to manage/lead large-scale efforts
- Ability to identify core issues quickly and put structure around ambiguity
- Proactively approaches work (self-directed) in a consultative manner with a mindset towards business development.
- Ability to influence and form relationships and trust with colleagues at all levels, and act as a trusted advisor to senior leadership and partners
- Strong strategic mindset backed by technical experience with a solutions-oriented approach
- Strong analytical skills and business sense
- Highly organized, productive, and poised, especially under high-pressure, time-sensitive scenarios
- Excellent written and oral communication skills, including the ability to present complex ideas clearly and concisely to technical and non-technical audiences

**Interested?** Email [jaynannech@cgep.com](mailto:jaynannech@cgep.com)