

United Kingdom Jobs Expertini®

Managing Director, small Software House, UK Policing Sector

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Company: SME Software Business

Location: United Kingdom

Category: other-general

PLEASE NOTE: Recent Policing sector experience is ESSENTIAL in applications for this role. My client is a leading software solutions provider to police forces and related agencies, with systems deployed to thousands of users along with specialist applications designed for departmental use by expert personnel. Operating within the criminal justice sector for over 15 years combining technical ability with a proven track record of project success along with a unique commitment to performance guarantees for their products. POSITION: This role will take MD responsibility for a small company of 20 mainly technical employees, currently turning over c£3m. Recently acquired by a global software group with strong plans for expansion, this position offers both autonomy and clear scope for untapped growth. Working closely with a Group Director, and with the support of a group central services team, the purpose of this role is to plan, direct and manage all aspects and performance of the Business Unit (BU), design and deliver against an overall strategy to maintain and develop business growth within the policing sector. In this key role, you will ensure that BU goals are defined and met in a timely fashion by efficiently and effectively managing your personnel and resources / partners and suppliers, working closely with and providing leadership to an established and knowledgeable team. The post requires strong multi-tasking, organisational, interpersonal and leadership skills and experience of managing a P&L, R&D, Sales. You must bring equivalent senior level experience (MD, CEO or equivalent role) leading an SME within the software business environment and have strong experience from within, or working with, the UK Policing sector. This role will 'own' the most senior relationships in strategically important accounts for both sales and service and drive the company forwards in a

hands on capacity. The parent group (that owns 125+ software companies globally) champion growth from within, both for individuals to challenge themselves to grow, seize opportunities and develop further so there is ample room for you to expand your career, not only with this business, but also playing a major part in the wider acquisition and growth of further software businesses within this Emergency Services sector too. JOB

RESPONSIBILITIES: The role will be responsible for: The financial and resource planning for all aspects of your BU, with full P&L control Ensuring the business is financially sound, well managed, and achieves key targets Directing and managing employees and resources to meet business objectives, within budget Directing sales direct and indirect / partner to your sector Overseeing the welfare and development of all employees Developing, motivating and empowering a dedicated and experienced management team to deliver excellent results Own growth strategy for the BU, including developing product strategy and ensuring delivery and support against a published roadmap Ensuring a high standard of work and customer service / satisfaction Building relationships with further industry partners and alliances, principally across the UK but potentially further afield – both in sales and delivery of solutions Implementing risk management policies to address strategic, operational and legislative compliance risks Ensuring company directives are executed successfully, and company policies and procedures are adhered to and are in line with current legislation and regulations. Leadership Excellent leadership skills, with the ability to engage, motivate and lead the organisation through and alongside the management team Full P&L management and controls, including cadence and reporting into the group Demonstrate the ability to plan and coordinate a range of business functions across different teams within a software business Sound planning skills and the ability to contribute to and influence strategic direction and vision Excellent decision-making skills and an analytical approach to problem solving A collaborative leader with a willingness to actively work on customer accounts and problem solve alongside any member of the team. Sales and Marketing A proven track record growing a business or solution set by developing and implementing successful sales initiatives Extensive hands-on experience building and maintaining long-lasting relationships with a broad range of clients from small businesses through to major enterprises The ability to resolve high-level, complex customer issues in a diplomatic and professional manner A proven customer focus and extensive experience in a client service or sales environment Excellent interpersonal skills, and the ability to form real connections with people from diverse professional backgrounds – from interns through to CEOs. Financial

ResultsExperience in financial management and establishing controls and balances to minimise financial riskProven track record in meeting and/or exceeding revenue and profit targets and previous P&L managementExperience designing and managing bonus, commissions, remuneration and reward schemes.R&D, Delivery and SupportExperience in multiple solution R&D / delivery programmes, putting in place timely and appropriate management and financial controls at project level to minimise financial riskProviding governance to multiple projects in the BU, including escalations, recovery and reportingEstablishing commercial arrangements for Support and Maintenance, Managed Services and similar recurring revenue workstreams and putting in place teams and facilities to provide same.GeneralExperience in developing, implementing and enforcing company policies and proceduresThe ability to support the Group Leader to make informed decisions on behalf of shareholdersKnowledge of statutory, legal, and contractual obligationsContract negotiations and frameworks with both suppliers and customers.JOB

QUALIFICATIONS:Comparable experience working as a hands-on MD or equivalent within an SME software businessRecent and in depth experience working with Policing, Emergency Services or Blue Light sector clientele, to include tendering for new businessThe role will combine home working with a weekly office visits and the ability to travel to customer sites when neededYour Personal Characteristics will include:Thrive in a results driven background and be comfortable with financial and performance measurementHave a detailed understanding of the measurements and metrics used to drive a successful companyUnderstand the need to balance commercial success with customer satisfaction and employee engagementHave proven experience of managing multiple conflicting priorities to meet strategic deadlines in a fast-paced, high-pressure environmentHave exceptional communication skills delivering clearly and confidently, both in person and in writingBe energetic, motivated, and enthusiastic with a “can do” attitudeWork with honesty and integrity.Please note the base starting salary is a max £100k and the package will include car allowance and uncapped bonus, 75% of which is paid in shares (share price growing year on year, and up 57% in last 12 months).Please only apply if these are within expectation.

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