JOB DESCRIPTION

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Managing Director, Germany</th>
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<tbody>
<tr>
<td>Department:</td>
<td>Exec</td>
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<td>Primary job location:</td>
<td>Berlin, Germany</td>
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<tr>
<td>Reporting to:</td>
<td>CEO</td>
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<td>Direct reports:</td>
<td>TBC</td>
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About VIRTUS

VIRTUS Data Centres is the UK’s fastest growing data centre provider which owns, designs, builds and operates the country’s most efficient and flexible data centres.

In May 2023 we announced our plans to expand into continental Europe, with our first data centre due to open in Berlin in 2026, to be quickly followed by two full campuses and expansion into other countries in the pipeline.

Our purpose is to serve humanity by being an active, positive participant in the 4th industrial revolution. When we talk about our purpose, we refer to our customers’ customers; the child playing a computer game, the person watching their favourite movie, booking a medical appointment, a plane ticket, a hotel or doing their online banking; those things can’t be done if we don’t do our job.

Our mission is to consistently exceed the expectations of customers through innovative, high-quality solutions and services. We employ intelligent thinkers – people with positive attitudes, who add to the quality of our customer proposition and business.

We value individual endeavour and initiative and encourage teamwork and togetherness because collective experience and expertise is VIRTUS’ greatest strength.

Job Summary

The Managing Director for Germany will be responsible for all aspects of the VIRTUS Germany business. They will lead a team of direct and matrix-managed employees to deliver the VIRTUS Germany business plan with the ultimate objective of achieving a market leading position in the data centre industry in Germany.

Responsible for all aspects of revenue generation, protection, cost control, and the VIRTUS people within Germany, this pivotal role is crucial to the success of the broader company objectives.
The ability to work across all levels of the organisation and drive the business forward will be key to success in this role. This is a unique and exciting opportunity to build a business from the ground up, with support from functional and operational teams in head office.

**Duties and Responsibilities**

The role includes but is not limited to the following:

**Strategic Initiatives**

- Reporting to the CEO, you will establish a new team to provide governance, strategic leadership, technical leadership and oversight of our data centre operations in Germany.
- In collaboration with VIRTUS management, provide the 5 year strategic vision and operational roadmap for the German business.
- Develop winning strategies for the business to achieve growth and profitability objectives.
- Facilitate collaboration between new site development management, project management, construction teams and other vertical disciplines to ensure achievement of overall business objectives.
- Full accountability for the business revenue, costs and P&L, from annual plans through achievement of billings targets to 5 year plan, and contracted MW targets to meet billings targets at plan rates.
- Work with construction teams to ensure new sites meet target ‘Ready For Service’ dates, set and monitor performance against targets, and implement mid to long term strategies to continually improve performance.
- Maintain a deep knowledge of the industry by keeping up to date with macro research and market trends, and applying this to relevant areas of the business.

**Compliance and Operational Excellence**

- Enforce strict compliance with all local laws, regulations and in-house policies to uphold high standards of business ethics across all areas of the business.
- Direct the efficient and financially responsible utilisation of the Company's financial, organisation and human resources within defined parameters.
• Strive for operational excellence across key processes and operational pillars in support of the Company's overall business strategy.
• Seek and implement initiatives to improve efficiency, performance and growth of the platform.
• Inspire a culture of zero-downtime, 100% SLA adherence and unrelenting customer focus.
• Actively understand and use Company's EHS policies to guide decision making and ensure compliance across the property management spectrum.
• Always be alert to identify operational gaps and actively seek out solutions.
• Ensure all EHS, cyber-security and operational process training requirements are adhered to.

Customer/ Stakeholder Management
• Cultivate and maintain positive, long-term relationships with key internal and external stakeholders - including customers, partners, investors, government authorities and internal organisational network to solidify the long-term success of the business.
• Publicly represent the Company with the media and external constituency groups including industry, governmental and financial organizations.

Team Management
• Build a team to support the delivery of the strategic and country-level outcomes aligned to the head count plans.
• Ensure alignment with Company's core values and principles of operations - including health and safety, sustainability and diversity & inclusion.
• Lead by example and inspire a values-led culture of operational excellence through strategic and hands on leadership.
• Motivate, grow and retain talent.

What success looks like in 12 months’ time:
• A qualified and motivated team hired and established.
• A detailed understanding of the construction delivery projects and contractual milestones developed, and able to report against performance.

• A ‘go to market’ plan for the region prepared, with details on marketing requirements.

• A pipeline of opportunities developed and presented to meet the business revenue plans.

**Person Specification**

• Relevant tertiary qualifications in Business, Real Estate or Engineering, combined with advanced subject matter knowledge across multiple functions and expert people management skills.

• Senior data centre operational background with demonstrated experience in leading teams in Germany.

• Knowledgeable in best management practices particularly in delivering business continuity, risk management, incident management and change control in a mission critical 24/7 environment.

• Tenacious in problem resolution.

• Experience in stakeholder management, with a strong customer focus.

• Relevant experience in data centre development and product management will be advantageous.

• Familiar with working in a strong corporate governance environment.

• Strong communication and collaboration skills.

• Proficiency in the German language, including strong written and spoken communication skills, is required for effective communication with German-speaking clients, customers, or team members.

Any other reasonable requests made by your line manager.

In line with VIRTUS’ Vetting Policy, the successful applicant must be willing to undergo a BS7858 screening process.

**Remuneration package and benefits:**
• Competitive remuneration package

VIRTUS is an equal opportunity employer. As part of our commitment to fight for equality, we work to ensure a fair and consistent interview process. We celebrate diversity and we are committed to an inclusive work environment.

If you are interested in this role, please email your CV to careers@virtusdc.com

We reserve the right to close this post for applications should sufficient applications be received.