



**XPØENTIAL**

*The best way to grow*

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## Managing Director

**Company:** Xponential

**Location:** Johannesburg

**Coverage:** Emerging Markets

**Employment Type:** Full-time, Permanent

**Reporting To:** Group CEO

### About Xponential

Xponential is a high-growth, multi-faceted company driving innovation and expansion across four key business units:

- 1. Xponential International Holdings** – A private equity and permanent capital firm investing in long-term value creation.
- 2. The Xponential Growth Company** – A growth advisory firm helping businesses grow through tried and tested growth tactics and methodologies.
- 3. Xponential Capital** – A corporate finance and M&A specialist, focusing on large-scale deals (R1bn+) in listed and private markets.
- 4. Xponential Academy** – A corporate training and leadership development hub, equipping organisations with scalable growth frameworks.

We are looking for a dynamic, commercially sharp, and entrepreneurial Managing Director to lead Xponential's next phase of expansion, ensuring profitability, operational excellence, and strategic impact across all divisions.





## Key Responsibilities

### 1. Strategic Leadership & Business Growth

- Develop and implement a 5-year growth strategy for Xponential, ensuring alignment across all business units.
- Identify and capitalise on new market opportunities, including potential acquisitions, joint ventures, and strategic partnerships.
- Own and oversee the rollout of **Xponential Insights** – Data Lake and AI that fuels Xponential's growth methodologies and performance marketing.
- Ensure each business unit (X Holdings, X Growth Co, X Capital, X Academy) meets its financial and operational targets.
- Drive growth, ensuring targets are met for our portfolio companies and our advisory clients.

### 2. Financial & Commercial Performance

- Take full ownership of P&L, revenue growth, and cost management across the group.
- Oversee annual budgets, financial forecasting, and risk management.
- Ensure strong EBITDA margins and cash flow optimisation.
- Lead fundraising initiatives (debt/equity) where necessary to fuel expansion.

### 3. Deal Making & Corporate Finance (M&A, Private Equity, Capital Raises)

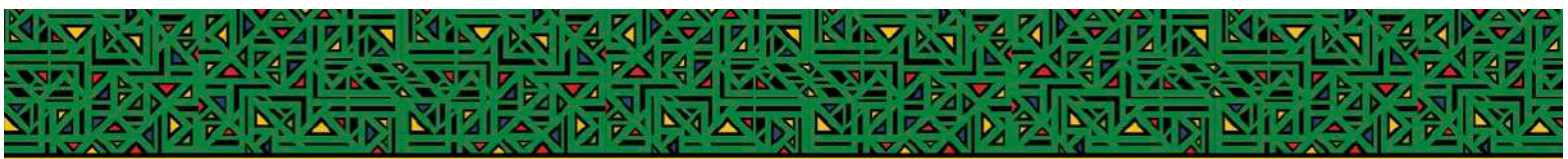
- Spearhead high-value transactions (R1bn+ deals) in collaboration with Xponential Capital.
- Evaluate investment opportunities (private equity, venture capital, strategic stakes).
- Structure and negotiate complex deals, ensuring favourable terms and ROI.
- Maintain strong relationships with banks, investors, JSE-listed firms, and private equity players.

### 4. Stakeholder & Investor Management

- Act as the primary representative to investors, shareholders, and board members.
- Ensure transparent reporting and compliance with corporate governance standards.
- Build and maintain **\*\*strategic alliances\*\*** with key industry players, government bodies, and regulatory authorities.

### 5. Operational & Team Leadership

- Lead a high-performance team, fostering a culture of accountability and innovation.
- Attract, develop, and retain top-tier talent across Xponential's business units.
- Ensure operational efficiency, leveraging technology and best practices.
- Oversee **The Xponential Growth Company's** role in growing our portfolio companies and our clients.





## Qualifications & Experience

### Essential:

- 15+ years in senior leadership (CEO, MD, or GM) within \*\*private equity, corporate finance, M&A, or high-growth advisory firms.
- Proven track record of scaling businesses profitably (experience with R500m+ revenue or R1bn+ deals preferred).
- Strong financial acumen (P&L management, valuations, capital raising, due diligence).
- Experience in deal structuring, M&A, and investment management.
- Background in consulting, investment banking, or corporate development.
- Exceptional negotiation and stakeholder management skills.
- A postgraduate degree in Business, Finance, or Law (MBA/CA/CFA advantageous).

### Desirable:

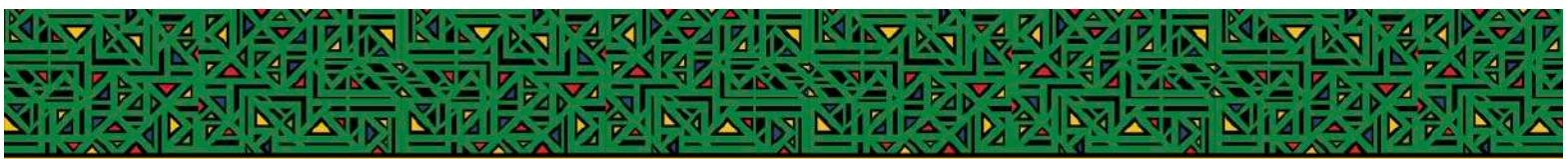
- Experience in listed companies (JSE or international exchanges).
- Strong data-led digital/tech-driven growth strategies.
- Exposure to African, emerging or international markets.

### Ideal Candidate Profile

- **Entrepreneurial mindset** – Thinks like a founder, not just an executive.
- **Deal-maker** – Has a strong network in SA/Africa's investment and corporate finance space.
- **Commercial hustler** – Always looking for new revenue streams and efficiencies.
- **Leader with gravitas** – Commands respect in boardrooms and with investors.
- **Adaptable & resilient** – Thrives in fast-moving, high-pressure environments.

### Why Join Xponential?

- Lead a high-impact, multi-disciplinary business at the forefront of growth in emerging markets.
- Work with top-tier investors, entrepreneurs, and corporates.
- Shape the future of investment, advisory, and enterprise development in SA and emerging markets.
- Competitive remuneration (salary + performance bonuses).





## Application Process

Interested candidates should submit:

1. A detailed CV highlighting relevant experience.
2. A cover letter outlining:
  - Your vision for Xponential's growth.
  - Key achievements in previous leadership roles.
  - Why you are the best fit for this role.

**Submit to:** [careers@xponentialcompany.com](mailto:careers@xponentialcompany.com)

