

For our office in Rossens (FR), we are looking for a

# SAS PRODUCT LINE DIRECTOR

The SAS Product Line Director is accountable for the overall performance, strategic direction, and sustainable growth of the SAS (Substation Automation Systems) Product Line, including the XPG software platform and its associated project, sales, and support activities.

This role combines business leadership, product strategy, and operational excellence. The Director is responsible for aligning product vision, commercial strategy, and execution capabilities to deliver profitable growth and position the SAS Product Line as a differentiated and scalable business.

This role is critical to the development of the SAS Product Line as a profitable, trusted, and differentiated business, combining technical excellence with disciplined execution and a compelling long-term vision. It is part of the Senior Management Team and reports directly to the company's CEO.

## KEY MISSIONS

- Lead the SAS Product Line with end-to-end accountability (business, product, projects, and teams).
- Execute the 5-year business plan for the SAS Product Line.
- Build strong relationships with key customers to drive trust and long-term growth.
- Ensure profitable and reliable execution of customer projects and product development.
- Strengthen governance, processes, and performance management.
- Drive innovation, differentiation, and long-term value creation.
- Build a strong, collaborative, and accountable SAS organization.

## MAIN TASK AND RESPONSIBILITIES

### Strategic Leadership & Vision

- Drive a clear, well-articulated product and resources vision and strategy to support the SAS 5-year business plan.
- Translate strategy into a clear roadmap, priorities, and investment decisions.
- Act as a role model for leadership, rigor, and cross-functional collaboration.

### Business & Financial Performance

- Own the P&L performance of the SAS Product Line.
- Achieve budget targets and sustainably improve margins.
- Ensure alignment between commercial commitments and actual delivery capacity.
- Oversee pricing models, cost-to-serve, and value capture strategies.
- Identify, assess, and mitigate business and project-related risks.
- Establish and monitor key KPIs (margin, delivery, quality, customer satisfaction, support).

**If you want to join an innovative - growing - international – fast-paced company,  
please send your resume to [hr@condis.ch](mailto:hr@condis.ch)**

# MAIN TASK AND RESPONSIBILITIES

## Product & Value Creation Leadership

- Drive the evolution of the XPG software platform with a clear, market-driven product strategy.
- Balance customer project requirements with long-term product sustainability.
- Strengthen product differentiation (cybersecurity, interoperability, standards, integration).
- Promote value creation internally and with strategic partners through experimentation, technology scouting, and structured ideation.
- Ensure product quality, robustness, and increased test automation.

## Operational Excellence & Governance

- Establish and lead a unified SAS governance model across sales, product, PMO, and engineering.
- Implement and enforce robust processes, such as pre-sales and proposal validation, change control and cost management, and product support and lifecycle management.
- Ensure compliance with ISO 9001, ISO 27001, and regulatory frameworks such as the Cyber Resilience Act (CRA).
- Drive transparency through dashboards, reviews, and performance reporting.

## Leadership, Organization & Talent Development

- Lead the SAS Product Line Team.
- Clarify roles, responsibilities, and decision rights (RACI).
- Develop key competencies to successfully deliver the 5-year business plan.
- Promote knowledge sharing, skill redundancy, and continuous learning.
- Monitor workload, team engagement, and long-term sustainability.
- Foster a performance-driven, accountable, and collaborative culture.
- Build and develop a strong leadership team, ensuring succession planning for key roles.

## Stakeholder Management & Communication

- Act as the primary SAS interface to executive management and the Board.
- Restore and maintain trust through predictable execution and transparent reporting.
- Build executive-level relationships with key customers and strategic accounts to support trust, customer satisfaction, and long-term business growth.
- Ensure clear internal communication on SAS vision, strategy, business plan, roadmap, and achievements.
- Support external communication and marketing positioning of XPG.
- Promote success stories and reinforce the SAS brand internally and externally.

**If you want to join an innovative - growing - international – fast-paced company,  
please send your resume to [hr@condis.ch](mailto:hr@condis.ch)**

## KEY SUCCESS FACTORS

- Clear and shared product and resources vision, translated into execution.
- Strong governance and operational discipline.
- Continuous alignment between sales, product, and delivery.
- Ability to balance short-term business pressure with long-term product strategy.
- Culture of accountability, collaboration, and innovation.
- Demonstrated improvement in profitability, predictability, and executive confidence.

## CERTIFICATION / EDUCATIONAL LEVEL

- Degree in Electrical Engineering, Automation, Computer Science, or related technical field, or equivalent professional certificate.

## PROFESSIONAL EXPERIENCE

- Senior leadership experience with full P&L responsibility and business performance management in industrial product environments (energy, automation, OT/IT, or similar).
- Experience working with electrical utilities and strong knowledge of substation automation technologies, including digital grid solutions, IEC 61850 standard, and PAC.
- Proven track record in project-driven environments.
- Exposure to regulated environments (quality, cybersecurity, standards).



## KNOWLEDGE, SPECIFIC SKILLS AND ABILITIES

- Fluent in French and English; German is a strong asset.
- Demonstrated leadership skills and cross-functional influence in a turnaround situation.
- Change leader with resilience, adaptability, and collaborative mindset.
- Excellent communication and stakeholder management skills in a complex technical environment.
- Strategic mindset with strong execution capability.
- Solid financial and business acumen, risk management and customer orientation.
- Results-driven, structured, and accountable leadership style.

**If you want to join an innovative - growing - international – fast-paced company,  
please send your resume to [hr@condis.ch](mailto:hr@condis.ch)**



# CONDIS®

In recent years, digitisation has brought significant and undeniable benefits to electrical substations, such as increased reliability, cost-effectiveness and predictability. Condis SA is a major player in the field of network digitalisation, offering the most customised, comprehensive and technologically advanced products and services to any network operator ready to make the transition to fully automated infrastructures. With expertise in the IEC 61850 protocol, a deep understanding of the opportunities and challenges of digitalisation, and proven experience in engineering, manufacturing, data management and intelligent devices for both primary and secondary equipment, we are the place to be for anyone who wants to make an active contribution to the evolution of the electricity network.

## WHAT WE OFFER

**Here are some of the internal and external benefits and perks that CONDIS offers to all its employees.**

- Advantageous pension fund
- Participation in health insurance
- Maternity leave & Paternity leave
- Work life balance promoted
- Free parking & charging stations for EV
- Sabbatical leave

### **Preferential rates for**

- Credit card subscription
- Cars
- Sport hall membership
- IT equipment