

## MANAGEMENT FOR HIRE

Complianza has a network and access to a team of highly skilled executives able to take on positions to assist you in the future development of your company.

### IN A NUT SHELL

With short notice and time to be up and running we can lead whole or part of your business for a longer or shorter period. Complianza possess a unique management competence with highly skilled personnel. The broad experiences are gathered from both manufacturing business, e.g. telecom and Ericsson, or service oriented business, e.g. gaming NetEnt™ and iGaming Cloud™. We have worked on all level ranging from CEO to project management and in roles as responsible for sales and marketing and development. The following positions are typical assignments;

- ✓ CEO
- ✓ CTO
- ✓ R&D manager
- ✓ Program/Project Manager
- ✓ Product Manager
- ✓ Marketing Manager



## CEO

The role as CEO is very important for any company. The typical CEO profile we offer is a highly technical profile with a unique drive to get companies and organisations more efficient and focused to get things done.

### CTO/R&D MANAGER

Many years of development of HW and SW from real time central systems to VLT machines has given Complianza expert experience such as setting up an organisation, defining processes and routines, manage development and testing.

### PROJECT MANAGER

Complianza has many times successfully managed and delivered large development projects including manufacturing and roll-out in an international environment. We use modern methodologies and ways of working to always deliver to customer satisfaction.

### PRODUCT MANAGER

Efficient Product Management is essential in any product development, i.e. to know that the product will be compliant to requirements as well as being economical viable. Complianza has long experience to do business cases, roadmaps and are used to handle customers' expectations – both internally and externally.



## PROCESS

Depending on role and your situation we will setup a mutually agreed plan for how to keep your business moving forward as smoothly as possible: Below we have defined a few typical scenarios:

1. Knowledge intense. You are probably a knowledge-based company so the highest priority should be to make sure your personnel is happy and focuses on their tasks.
2. Delivery crucial. Your highest priority is in an order/deadline and you want to make sure that the time and budget are met.
3. Sales crucial. Your order books are not in line with expectation so the highest priority is to get sales organisation moving and get a clear picture of status.
4. Production crucial. The yield, manufacturing cost or time to market in the production is not according to plan

Together we work out a plan and after a short assessment we can start working actively in the role as you interim manager. The time for the assessment varies considerably depending on business and complexity from a couple of days to several weeks

### OFFERING

It is crucial that both parties are satisfied with the result and the day to day work. There for Complianza offers a fixed monthly, weekly fee or on a time and material model. In addition we offer notice period from 1 day to 3 months.

