



POSITION PROFILE



Head of Software Business Solutions



The Company.....	3
The Opportunity .....	4
Preferred Candidate Profile.....	5
Remuneration & The Recruitment Process.....	6





ALS is building the UK's leading dental manufacturing business. It was created in 2019 by Ansoor LLP partners Peter Strafford and Peter Marson. They identified that the dental laboratory industry was on the cusp of transformation with the potential to improve products and solutions for dentists and patients whilst delivering significant growth and value by building a large dental laboratory group.

Dental manufacturing is undergoing a rapid transformation from a fragmented industry of small laboratories staffed by experienced dental technicians making crowns, bridges, and other dental products by hand to a world of digital workflows and large-scale automated production involving intra-oral scanning, 3D printing and robotics.

ALS's goal is to build the UK's leading, most innovative and technologically advanced dental manufacturing group, positively disrupting the industry and advancing its capability by integrating progressive businesses, advanced technologies and skilled people.

ALS 2022 budget for existing businesses is £3.6m EBITDA and it is targeting £28m EBITDA by 2025 in its base case plan. The company is currently expanding to have nationwide UK coverage and also plans to enter the international laboratory market. ALS is on the acquisition trail, having grown from start-up at the end of 2019, to currently 15 laboratories, through a mixture of acquisition and organic growth in the crown and bridge and orthodontic segments. ALS has a strong pipeline of future acquisitions and new products that will continue to drive the rapid expansion and development of the group. It's very much an exciting time to be joining the business.

The business is led by CEO Tom Lavery, formerly Managing Director and Chairman of Johnson & Johnson Medical UK & Ireland and Kenny Burns, CFO.

More information on ALS can be found on their website: <https://als-dental.com/> and across their different digital channels: [LinkedIn](#), [Instagram](#), [YouTube](#), [Facebook](#), [Twitter](#).

## Our Purpose

We create life-enriching Dental Health Solutions.

## Our Vision

To build the UK's leading, most innovative and technologically advanced dental manufacturing group.

## Our Mission

To transform our industry through the integration of progressive businesses, advanced technologies and skilled people.



<b>Job Title:</b>	Head of Software Business Solutions
<b>Reports to:</b>	Tom Lavery, CEO
<b>Location:</b>	Flexible with UK travel requirement

## Position Overview

As ALS continues on its growth path, acquiring more labs across the UK, the appointment of a Head of Software Business Solutions is now required. This role will implement a new systems structure across this new network of labs whilst also designing and implementing a new customer tracking system to further enhance its proposition to market.

## Key priorities of the role include:

- Work with Labs to map out current customer and orders journey
- Create technical documentation / specifications for recommended system(s)
- Work to ensure that internal & external teams are aligned on this solution, requirements, and the integration process
- Analyse, plan and develop requirements and standards in reference to systems integration
- Ensure that controls and current software systems across labs are aligned to integrated system
- Manage the start-up of new system and monitor the different scenarios that can influence on this
- Work with senior management team to advise on design of new platform/customer tracking system that can schedule and deliver orders more efficiently
- Advising senior management on any investment required to deliver systems
- Help drive a Technology Culture across the organisation improving efficiency and connectivity



The position requires an experienced Technical Lead who can take care of the systems integration and make impact with a new product developing ALS SaaS. Previous experience of systems integration in a similar environment would be beneficial, alongside an entrepreneurial mindset and approach.

## Essential Experience & Knowledge:

- Experience in creating IT strategy and roadmaps and implementation of IT strategy
- Excellent stakeholder engagement/relationship building skills, internally and externally with 3rd party suppliers
- Proven ability to deliver automated, scalable analytics and customer operating systems in a fast-paced and environment while managing multiple projects and responsibilities
- Excellent interpersonal and management skills; ability to work collaboratively in a team environment and get along with diverse teams internally and externally
- Strong project management skills, ability to own projects and take pride in their delivery
- Strong business and systems integrations experience
- Ability to work well under pressure, to work independently and to be able to take the initiative when completing tasks
- Comfortable operating autonomously once goals and objectives are set
- Able to evaluate complex situations and find solutions for them
- Ability to quickly establish credibility and build rapport and trust
- Proven ability to engage constructively with colleagues at all levels from lab teams to investors to deliver objectives and to respond to a wide range of customer and management needs.
- Good presentation skills
- Understanding of business processes to facilitate conversations about best practices

## Key attributes and behaviours:

- Passion around continuous improvement and driving positive change
- Collaborative and customer-centric approach
- A good team player with a hands-on approach, and adaptable to new challenges
- Keeps up to date with professional knowledge, expertise, and best practice
- Willingness to travel
- Flexible and pragmatic, able to learn quickly and respond flexibly to project needs and priorities
- Ambitious, collaborative, and entrepreneurial



An attractive package is on offer commensurate with background and experience required for the role.

For more information on remuneration please contact Alistair Shaw at Livingston James.

Contact details are as follows;  
T: 07915028310 or E: [alishaw@livingstonjames.com](mailto:alishaw@livingstonjames.com)



## The Recruitment Process

First stage interviews will be conducted by retained consultant, Alistair Shaw of Livingston James. Selected professionals will then be presented to ALS for consideration.

Shortlisted candidates will be invited to interview with Tom Lavery, CEO, and Richard Illingworth, Technology & Manufacturing Director. Subsequent stages will be communicated by Livingston James throughout the process. Please be advised psychometric assessment may be utilised for this appointment.

All third-party applications, enquiries and direct approaches to the company will be referred to Livingston James.

