Business Development Associate, DACH

About NIO Partners

NIO Partners is a private markets asset manager with approximately EUR 3.1 billion in assets under management across infrastructure, real estate and private equity. The firm was founded by successful entrepreneurs from Copenhagen Infrastructure Partners, NREP and Lind Invest, and combines family office origins with an institutional platform. We operate from offices in Copenhagen and Zurich, where a team of 40 people serves more than 1,000 investors. Our ambition is to become the preferred private markets partner in Northern Europe.

Our DACH team works with Single Family Offices, Multi Family Offices, Independent Asset Managers and institutional investors across Switzerland and Germany, giving them access to several private markets strategies across infrastructure, real estate and private equity.

The role

NIO Partners is growing fast, at around 20 percent a year in assets under management, and DACH is seen very much as a growth area, which still needs to be build out. Zurich is an early-stage office for us rather than an established franchise, so this role is a genuine chance to help shape how we build the market and NIO's presence in it.

You will be one of the people who makes that growth happen, with real responsibility from day one, direct access to investors and, over time, your own portfolio of relationships to build. You will report directly to Christoph Kruecken, who leads our DACH business, and work with him on live fundraising campaigns from the outset. The role is based in our Zurich office and involves roughly 25% percent travelling for client meetings, roadshows and events, in addition to Copenhagen, where you will meet and learn from other NIO colleagues.

Key responsibilities

This is a pipeline building and new business role. You own it end to end, from first research through to a signed investment, including

- Find and pursue new ways to grow NIO in DACH, and see your ideas through
- Research prospective investors before first contact, mapping mandate, allocation history and decision makers and agree with the Head of DACH which relationships to prioritise
- Make the first approach, personalising every outreach and follow up communication in German and English rather than sending generic templates
- Support relationship building with family offices, independent asset managers and institutions across Switzerland, including consistent follow-up after introductory meetings
- Move relationships from a first meeting into an actual dialogue, and from dialogue into active diligence, staying close to live fundraising campaigns from first contact through to subscription
- Keep CRM records accurate across pipeline stages and account histories, so the pipeline reflects where relationships genuinely stand

What we're looking for

We are looking for someone outgoing and analytical, with the stamina to work a long fundraising cycle and the drive to take the next step in their career.

- Two to five years' working experience, ideally in financial services, wealth management or private markets; we also welcome candidates from other fields with strong transferable skills, such as analytical rigour, clear written communication and confidence in client conversations
- Self starting energy and stamina, you pick up the phone without being asked, chase the meeting that matters and treat a no as the start of the conversation rather than the end of it
- Curiosity about how family offices and institutional investors allocate capital, and a willingness to learn the mechanics of private markets fundraising
- Fluent in German and English, spoken and written
- Based in or willing to relocate to Zurich, with the right to work in Switzerland or eligibility for a Swiss work permit
- A plus, though not essential, experience with CRM systems, and a track record of building something from zero, such as a client book, a territory, or a side business

What we offer

- Real ownership where you run your own outreach from early on, and grow into covering your own investors directly
- Close collaboration with our Head of DACH, learning the business from the person running it
- A seat in the room on live fundraising campaigns, from the first investor conversation to the moment a commitment is signed
- Genuine cross border work, alongside colleagues in both Copenhagen and Zurich
- Competitive base salary of CHF plus discretionary bonus.

Our interview process

We want you to know what to expect

1. An initial conversation with the Head of DACH
2. A short practical exercise, a cold outreach email and a mock first call with a prospective investor, so you can show us how you would approach the job in practice
3. A final conversation with our Chief Commercial Officer

How to apply

Interviews will be scheduled on a first-come basis with a preference given to applicants who can start sooner than later. Please send your CV and a short cover note to DACH@nio.partners

The process is a first interview with the Head of DACH and a final conversation including our Chief Commercial Officer.

For any questions please contact +41 78 402 69 71