



We realize true potential.
In people.
In organizations.

We're Global. We're Diverse. We're Cutting Edge. atrain is a dynamic leadership consultancy with offices in Germany, the United States, Hong Kong, Brazil, India and Poland. We support and empower our international clientele worldwide, by designing and delivering highly customized, holistic solutions in the areas of strategic talent management, executive assessment, leadership development, change management, and organizational development. We are motivated by our values of trust, creating an impact for our customers, and open communication. We realize true potential. In people. In organizations.

Director of Business Operations

LOCATION: Bamberg (Nuremberg area) | **CONTRACT:** Permanent, full time

Job Summary

atrain is looking at an increasing need for speed and excellence in developing and delivering our products and services. The Director of Business Operations will have a key role in building and managing the organizational backbone which allows us to realize the business potential that is on the horizon. We want to manage our business according to agile principles and practices. As Director of Business Operations, you need to be able to lead the company through the ongoing transformation, inspiring and enabling our people to be part of the journey.

If there is a better way to do it. Find it. One of your main responsibilities will be to keep the engine running. To make sure we are on track. And if possible, find shortcuts:

- Build robust structures and smart processes which enables people to manage themselves and their work
- Partner with business areas and support functions to develop appropriate strategies to mitigate or scale
- Define, plan and monitor atrains operational KPIs

Make sure we work together. Be our lighthouse, navigate us through challenging times. Give us guidance and support. A little push every now and then won't hurt us:

- Coach and support the leads of all business functions and consult them on business-related matters
- Enable cross-functional collaboration and cooperation across product areas
- Create a culture of strong team spirit, good communication, high engagement and action orientation
- Create a high sense of ownership and make sure people deliver on set objectives

Are you driving change? Or are you driven by it? We want you to be in the driver's seat on our journey to fully embed agile organization principles and practices:

- Spearhead atrain's ongoing agile transformation to become faster, more stable and flexible in our operations
- Pilot, test and scale agile practices to be applied for atrain's core processes and day-to-day business
- Coach atrain's leaders and increase their ability to lead according to agile leadership principles

You will be expected to emerge as the panacea for all operational hurdles and business challenges. Better come prepared:

- You identify yourself fully with atrain's purpose, vision & values
- You look back on first successes in managing roles in finance, strategy and/ or operations
- You are experienced in leading through empowerment and coaching
- You are driven by results, you demonstrate tenacity, determination and resilience
- You have a strong process focus, can manage complexity and take decisions even under uncertainty

If you are interested in this position please send your resume, a letter of motivation, and transcript of records to careers@atrain.de. In your application, please include your preferred starting date, your salary expectations and reference number D-2018-02-INTERNATIONAL-030. If you have any questions, please contact Ann-Katrin Mindt, +49 (0)951 97483231.