

International tech manufacturing company which designs and implements cutting-edge systems for the construction industry is for a driven, entrepreneurial **General Manager** to lead their Germany subsidiary and drive alignment with their parent company's goals. As General Manager, you will oversee all aspects of subsidiary operations, manage P&L responsibility, and ensure that the objectives align with those of the group. You will act as the bridge between the subsidiary and the parent company, balancing local needs with group

The role is based in Düsseldorf.

IMMEDIATE START

ROLE of the Sales Director:

- Develop and implement subsidiary-specific strategies that align with the group's vision and objectives
- Collaborate with the group's executive team to ensure local execution aligns with group standards and expectations
- Analyse market trends, customer needs, and competitive landscape to adapt strategy and identify growth opportunities
- Oversee day-to-day operations, ensuring efficiency, quality, and compliance with group policies
- Optimise processes and resources to improve productivity and achieve financial targets
- Implement group-led initiatives and adapt them to the local market context, ensuring a balance between autonomy and alignment

HR

- Drive the recruitment process, from writing job offers to selecting candidates and conducting interviews
- Draft and manage employment contracts, ensuring their compliance with local regulations and manage administrative formalities related to hiring, departures, and contractual developments
- Collect and prepare the necessary elements for the preparation of pay slips and monitor personnel files, including leave, absences, and specific requests

Finance

- Managing P&L, developing and managing budgets, forecasts, and financial performance
- Ensure accurate, timely reporting to the group's finance team, identifying risks and proposing solutions
- Use key financial and operational metrics to inform decisions, drive profitability, and monitor subsidiary health

Customer & stakeholder engagement

- Build and maintain strong relationships with key clients, partners, and stakeholders to promote growth and reputation
- Ensure high levels of customer satisfaction, handling escalated issues in a timely manner
- Represent the subsidiary at group-level meetings, providing insights and advocating for local market needs
- Team development & culture
- Lead a team of 15 people providing coach-like guidance, support, and accountability
- Drive a culture of high performance, collaboration, and continuous improvement that aligns with group values (Proximity, Innovation, Freedom, Engagement)
- Implement performance management practices, including goal setting, feedback, and professional development, ensuring team growth and retention

PROFILE:

- Bachelor's degree in business, management, or a related field (Master's degree preferred)
- 7+ years of B2B experience in senior management roles, with experience managing subsidiary operations within a larger group preferred
- Demonstrated leadership ability in driving change, motivating teams, and achieving results
- Strong understanding of business operations, strategy execution, and market analysis
- Proven experience in financial management, including P&L responsibility, budgeting, and forecasting
- Excellent communication and relationship-building skills, with the ability to collaborate with both local teams and group executives
- Experience working with French people (fluency in French is a plus) and ability to adapt to a highly agile, fast-paced, radically transparent and action driven corporate culture

SALARY & BENEFITS:

- €90-100k base + performance bonus (up to €20-30k yearly) + one-off bonus based on break-even + potential equity
- Car
- Private medical insurance