

## **Head of Germany / Country Manager (m/w/d)**

Leipzig/Berlin/München/remote

Solar Provider Group is a leading company in renewable energy, dedicated to providing innovative and sustainable solar solutions. Our goal is to expand our presence by developing and managing high-impact solar projects.

We are seeking a dynamic and experienced Country Manager for our team in Germany. The successful candidate A country manager in Germany holds a critical leadership role within an organization, overseeing the company's operations, strategic direction, and growth within the country. This position requires a thorough understanding of German business development, exceptional management skills, and the ability to navigate complex development landscapes independently. While this role is remote, the candidate will be expected to make frequent visits to our Leipzig office and other travel abroad may be required from time to time. A 'standort' in Leipzig is preferred.

### **Duties and Responsibilities**

- **Strategic Planning and Execution:** Execute the business strategies to meet the company's objective and targets in Germany. Support Strategic Planning by conducting comprehensive market research to identify opportunities, trends, and potential challenges. Tailor global company strategies to fit local market's needs and dynamics.
- **Business and Project Development:** Together with the German Business Development and Project Development Managers, develop and execute effective land acquisition and project development strategies to drive project pipeline growth. Plan and oversee marketing and promotional activities to build brand awareness. Build and maintain strong relationships with landowners, municipalities, utilities and other key stakeholders.
- **Leadership and Team Management:** Lead, mentor and motivate the local team and department managers, fostering a productive and positive work environment. Set performance goals, monitor progress, and implement corrective actions when necessary. Also, recruit, train and retain top talent. Ensure employee's development through training programs and career growth opportunities.
- **Financial Management:** Prepare and manage annual budget, ensuring financial goals are met. Monitor expenditure and drive initiatives to achieve financial efficiency.
- **Operational Oversight:** Oversee day-to-day operations to ensure smooth and efficient functioning of different teams. Maintain high standards of quality in processes, contracts and stakeholder management.
- **Regulatory Compliance and Risk Management:** Ensure that all operations comply with local laws, regulations, and industry standards. Identify potential risks and develop mitigation strategies to minimize impact.
- **Reporting and Communication:** Provide regular updates and report to the Senior Management on performance, market conditions and strategic initiatives. Maintain open lines of communication with Senior Management, local teams and departments, clients and other stakeholders.
- **Business Development and Partnerships:** Explore and pursue new business opportunities and partnerships to expand the company's presence in Germany. Represent the company at industry events, conferences, and networking opportunities to build and strengthen relationships.

## Qualifications

- **Education:** A Master's degree in Business Administration or a related field is required. The Master's degree should provide the candidate with advanced knowledge in management, strategic planning, finance, marketing, and operations.
- **Experience:** At least 10 years of management experience, preferably in a senior leadership role. The candidate should have a proven track record of successfully leading teams, managing operations, and achieving business goals. Experience in solar and/or real estate development, including knowledge of renewable energy markets, project financing, and regulatory compliance is a pre.
- **Skill set:**
  - Exceptional leadership and team management skills. The ability to inspire, motivate, and develop a high-performing team is essential.
  - Demonstrated ability to set, track, and achieve Key Performance Indicators (KPIs) and business goals. The candidate should have a results-driven mindset and a strong focus on performance and productivity.
  - Strong strategic planning and execution capabilities. The candidate should be able to develop and implement business strategies that align with the company's objectives and drive growth.
  - Proficiency in negotiation and conflict resolution, with the ability to build and maintain strong relationships with clients, partners, and stakeholders.
  - Excellent verbal and written communication skills in both German and English. The candidate should be able to effectively communicate with internal and external stakeholders.
- **Personal Attributes:**
  - Deep understanding of German culture and business practices. The candidate should be able to navigate the local market effectively and build strong relationships within the country.
  - Ability to adapt to changing market conditions and business environments. The candidate should be flexible and open to new ideas and approaches.
  - Strong resilience and ability to handle high-pressure situations. The candidate should be able to maintain composure and make sound decisions under stress.
  - Established network of industry contacts and relationships in Germany. The candidate should be able to leverage their network to drive business development and growth.
  - High ethical standards and integrity in business practices. The candidate should act with honesty and transparency in all dealings.

## What We Offer:

- Competitive salary and benefits package.
- Opportunity to work on high-profile and impactful projects.
- A collaborative and innovative work environment.

## Contact Us:

We look forward to receiving your application at [jobs@solarprovidergroup.com](mailto:jobs@solarprovidergroup.com). We value reflecting the diversity of Germany in our team. Therefore, we welcome applications regardless of gender, nationality, ethnic origin, religion or belief, disability, age, sexual orientation, and identity.