



## Job advertisement – Project Manager

**We are looking for a new colleague (m/f/d) to join our consulting team – are you experienced in leading projects and love to work alongside inspiring organizations?**

**LEAD Mindsets & Capabilities** is a management consulting firm specializing in (culture) change and transformation, leadership development and new work. We strive for transformative client impact, growing our business to enable even more impact while continuously cultivating our team culture. Whatever we put our minds to, we aim to exude sharpness, playfulness and open heartedness.

**Our work includes, but is not limited to:** Change management, organizational- and leadership development, (top) team alignment, culture diagnostics, value- and purpose, workshop and training facilitation, agile coaching and New Work model design.

**Our clients** include non-governmental organizations, public and social sector organizations, start-ups and scale-ups, small, medium and large enterprises. The mix of all is essential to us.

### What will you be doing?

#### Lead client facing change projects

- Co-design projects with clients based on their transformation needs
- Create and own the project plan, budget, and timeline
- Deliver client workshops, both strategic and training formats
- Lead projects either individually or with a team of one or more LEAD consultants
- Nurture close client relations over time

#### Lead inwards

- Be a key contributor in driving our playful, sharp, and open-hearted identity
- Shape decisions related to staffing, recruitment, business development and more
- Acquire new projects and drive business development activities ensuring a good balance of sectors (start-ups, scale-ups, medium and large corporates, NGOs, public- and social sector) as well as purposeful and impactful collaborations while continuously reassessing what a desirable client portfolio looks like for us
- Create meaningful engagements with external stakeholders within a growing ecosystem of collaborators

## What you bring with you\*

### Background & Capabilities

- Five years of practical experience in consulting or in a line function in the fields of management, HR, organizational development, or adult learning. Experience in more than one sector is an advantage.
- Two years experience as a consultant, preferably with a well-known consulting firm.
- A demonstrated interest in socio-political or high impact topics, especially in relation to leadership, change management or entrepreneurship.
- Expertise in leading and facilitating groups in a formal managing position, project context and as a facilitator of workshops.
- Track record in leading and managing projects
- You're based in/around Berlin, or are willing to relocate here
- Very good German and English language skills

### Mindsets

- Curious and have excellent listening and sense-making skills.
- High level of social and emotional competencies and independent, result-oriented way of working
- Don't shy away from a good challenge and are comfortable with ambiguity
- Strive to be a role model when it comes to centering personal and team well-being
- Open to feedback, and committed to life-long learning and personal development
- Think outside the box and ready to experiment with playful approaches

*\* If you think you are a great match but only check most of these points and not all of them, we would still love to hear from you!*

## What we offer you

- A professional and values-driven social business with start-up spirit
- A modern consulting practice that allows for a balanced workload and limited travel requirements
- Exciting clients within an intersectoral client portfolio
- Openness to adopting innovative new work practices
- A playful, sharp and open-hearted team of individuals to learn from and with everyday!
- Other perks: yearly bonus (based on performance and company success), 30 vacation days, flexible work arrangements (e.g. work remotely for a certain period), personal yearly development budget

*At LEAD, we are determined to foster and embrace diversity –among our clients and wider ecosystem and especially within our own walls. As such, we aim to build an inclusive work environment where multiple perspectives, ideas and backgrounds thrive, are valued and feel empowered. We believe that this will make our organization and quality of work better, but more importantly, we believe it is the right thing to do.*

**You strongly identify with this job description and would like to get to know LEAD?  
Great – we can't wait to hear from you!** Please send your application via email attaching

your **CV** (in German or English) alongside your answers to the **four prompts** below (max. one page) to [constanze.witt@lead.berlin](mailto:constanze.witt@lead.berlin).

**Prompts:**

1. The most memorable workshop I facilitated was ...
2. One example for a change process I accompanied is ...
3. My most challenging team leadership experience was when ...
4. A project I am particularly proud of is ...