



Country Manager Germany (Munich)

Woltair is a dynamic, high-growth startup revolutionizing the HVAC and building energy management industry. We are part of the investment group that helps startups become unicorns. We have already 4 years of successful track record operating on the Czech market, reaching a 4x yearly growth and are currently expanding on the German and Italian market.

We have +6300 orders in Czech Republic, and we have managed to reduce 9000+ tons of CO2 emission so far.

Woltair focuses on bringing a new, customer-friendly experience in adapting to energy transition and decarbonization pathway in the residential building sector.

We are on a mission to making new generation building energy equipment easily available to everyone - from heating source and system installation to integrated solutions including photovoltaic energy generation sources. Our digital platform enables customers to have a smooth and pleasant experience from choosing the most convenient solution to a painless installation, while solving also for installation workers pain points and enabling them to focus on the core of their work without unnecessary distractions.



Job description

As country manager for Germany, the person will be responsible for overall business development of Woltair on the German market and will act as key management representative of Woltair in the country.

The main responsibilities will include:

- Overall management of Woltair.de in terms of growth, development and profitability performance and balance sheet management and acting as a managing director of the Woltair.de entity
- Establishing and building business relationships with key partners on the market (HVAC & PV equipment manufacturers, external installation partners, designers, and other market participants)
- Adapting and leading marketing and sales strategies and activities of Woltair on the German market in order to drive sales growth (while working closely with the Czech marketing team)
- Establishing the Woltair brand on the market both towards consumers as well as suppliers and potential employees
- Recruiting and training of key Woltair employees in Germany
- Acting as a general manager of operations, establishing overall operating processes and developing them with support of the Woltair SuperFix digital tool and based on experience from the Czech market
- Developing business plan for Woltai.del and regularly reporting performance to shareholders and Woltair.cz
- Being the internal ambassador of Woltair in Woltair.cz
- Identifying new opportunities for growth and product improvements relevant for your markets, but also for Woltair.cz in general. Build business cases to get resources necessary for their execution and oversee their delivery.



Profile requirements

We are looking for candidates who have previous experience with establishing and building a business from small size, setting up necessary business processes and scaling them, ideally in a digital or digitally-enabled environment.

Relevant candidates would ideally satisfy the following criteria:

- At least 5 years of experience in business building and management (startup experience is a plus), experience in a decision-making level role in a high-growth company is preferred
- Experience building and leading teams and demonstrating caring people leadership
- Entrepreneurial spirit and openness to think in terms of opportunities rather than problems
- Ability to multitask - the job may require dealing with customers on Monday, hiring new colleagues on Tuesday and resolving logistical issues on Wednesday, or even all this on the same day
- Ability to build and manage relationships with multiple stakeholders
- Experience and proven achievements in areas of sales and marketing (digitally enabled, but also physical sales)
- Strong negotiation skills both in sales as well as procurement
- Analytical and data-driven thinking and decision-making
- Ideally some familiarity with the HVAC (and PV) industry
- Ability to communicate effectively in an international environment

What we offer

As one of the first people in Woltair.de, you will get the opportunity to shape our operations on the German market with a high degree of freedom and ownership. Among others, you can expect:

- Excellent opportunity to build a business from early phase (with the help of our learnings from czech market and a developed IT platform to support the roll-out)
- High degree of freedom in execution - while you might be challenged on the approach by your colleagues, we need you also to think independently and from an owner's perspective
- Open, informal atmosphere in a dynamic startup culture
- Competitive remuneration with a performance-based structure
- Home-office-friendly setup
- Work in a high-profile team of experienced professionals from multiple domains covering technical expertise, sales and marketing and finance

Job types

Fulltime, Contract