

Position Description - Director / German Country Leader

Hinge is a full-service Amazon Marketplace sales and marketing team based in Cincinnati, Ohio. Hinge is adept at helping mid-size to large global brands establish, manage and grow their business on Amazon. Hinge acts as an extension of our client's team, working in tandem to analyze products, categories, market and competitive data to develop and execute strategies for success.

Hinge is looking for a results-oriented, dynamic, and savvy operator to establish, grow and develop Hinge's presence in the German market. As the DE Country Leader, you will be responsible for recruiting, training and managing a world-class team to support exceptional growth in tight timeframes. As the leader for the Hinge DE segment, you will own the sales, business development, operational and account management functions for developing the Hinge business in DE and Europe. You will work closely with the senior leadership globally to define short and long-term growth plans, sales and financial forecasts as well as define investment strategies for building the Hinge business throughout Europe. You will be part of the senior leadership team, responsible for building strategic relationships with internal and external partners you'll identify and champion new opportunities to grow the business and delight customers.

The candidate will have a broad skill set including leadership development, analytical skills, excellent business judgment, financial analysis, strong negotiations skills, deep curiosity about how things work, and a passion for developing world-class offers for our customers. She/He must enjoy context-switching and operating at all levels of the organization since the role requires leading through many stages in quick cycles.

The ideal candidate will be very strong at hiring & developing people. She/He will negotiate with external brands and must be comfortable working with senior executives of large, high-profile partners. She/He will be multi-lingual and have excellent verbal and written communication skills and will be expected to present to senior leadership regularly.

The successful candidate will be entrepreneurial, innovative, and excel at "thinking big," while also recognizing the need to coordinate his or her team's activities within the structure of a large, fast-moving company. Defining and implementing long term business strategies based on trends and competitive analysis and the ability to think outside of the box to solve complex problems are critical to success.

Basic Qualifications:

- Fluent in German and English
- 7+ years operational experience at a senior level in either e-commerce or retail
- Superior analytical skills. Demonstrated ability to identify and solve ambiguous problems. In particular, identifying customer needs and inventing new ways to meet those needs.
- Demonstrated ability to operate both strategically and tactically in a high-energy, fast-paced environment.
- Successful experience in hiring, people development, and managing large teams.
- P&L responsibility
- University degree ideally in a technical or analytical discipline
- Proven success in contract negotiations with external partners/vendors.
- Excellent communication (Proven English skills both verbal and written) and collaboration skills that enable you to earn trust at all levels.
- Extreme attention to detail and willingness to roll up your sleeves.

Preferred Qualifications:

- MBA
- Consulting or Retailing background
- Experience operating a complex business in multiple geographies

To apply, please send your resume and/or cover letter to:

recruiting@hingeglobal.com

In the subject line, please add "Director/German Country Leader" position.