



Job Title: **Managing Director**
Job ID: S408
Company: Workrate GmbH
Location: Germany, Frankfurt
Industry: Physical Security Services / Datacenters
Job Type: Full-time

Workrate is a specialist in physical security services for datacenters and other critical environments across Europe. The company delivers on-site security operations, combining process discipline, trained personnel and high service standards.

In Germany, the organisation has reached a meaningful scale with an established client base and strong market position. The next phase is focused on professionalisation, structure and controlled growth. This requires leadership that combines commercial drive with operational discipline and organisational clarity.

Role

The Managing Director Germany is responsible for the full German Business Unit and reports directly to the CEO (Amsterdam HQ).

You will lead, structure and scale the organisation further, with full ownership of performance, growth and team effectiveness.

This role combines commercial leadership with operational control and people development, with end-to-end Business Unit responsibility.

Key Responsibilities

- Full P&L responsibility for Workrate Germany
- Drive new business and expand existing client accounts
- Strengthen key client relationships and act as senior commercial representative
- Build, lead and develop the local management and operational teams
- Create structure, clarity and accountability across the organisation
- Ensure consistent execution, quality and operational performance
- Implement and maintain processes, systems and reporting
- Align closely with Operations, HR and Finance on performance and planning



Key Requirements

- Full P&L responsibility for Workrate Germany (€20M+ indicative)
- Proven track record in winning new business and growing existing accounts
- Experience in people-intensive B2B services (security, facility, staffing, outsourcing)
- Leadership experience in building and managing teams (including management layer)
- End-to-end responsibility for a Business Unit (commercial, operational, financial)

Candidate Profile

- Strong commercial and business acumen
- Experience in a senior commercial or general management role
- Experience in datacenters, critical infrastructure or comparable environments is a strong plus
- Structured, calm and consistent leadership style
- Hands-on, pragmatic and execution-driven
- Strong people manager, able to build teams and ownership
- Comfortable in a direct, low-hierarchy environment
- Strong financial and analytical understanding

What makes this role unique

This role offers the opportunity to lead and further develop an established Business Unit in Germany, operating at scale within the datacenter and critical infrastructure environment.

The focus is on strengthening structure, performance and organisational clarity, while driving commercial growth and deepening key client relationships.

You will combine commercial leadership with operational control and team development, with direct impact on performance and execution across the organisation.

Working closely with the CEO and international leadership team, this role offers a high level of ownership and responsibility, with scope and trajectory aligned to Managing Director level.

Workrate

Workrate is a specialist in physical security services for datacenters and critical infrastructure. Founded in the Netherlands, the company operates internationally, with activities in the UK, Germany and France, supporting some of the largest datacenter providers in Europe.

The organisation combines operational discipline with a people-driven culture. It operates with a flat structure, clear accountability and a strong focus on quality and execution.



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Application:

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