

Operation Manager (m/f) in Poland (Remote Work; Full-time 40h)

At PhotoClaim, we help photographers fight for their rights. We track their portfolio and detect commercial copyright infringements caused by companies all over the world. With an international network of attorneys, we can get photographers the money they deserve.

We help photographers to live their dream

This is your mission:

- You standardize our operations to ensure consistent and high-quality service,
- You discover and implement measures that increase the revenue per work hour output of our operational activities,
- You communicate our needs between the operational team and software developers,
- You ensure that team members are doing what they're supposed to do,
- You make sure that team members are having the right jobs in the operational circle, you give them feedback and you set targets if necessary,
- You make certain that great people are joining the organization, our people are developing themselves but you also cancel contracts if it turns out that someone neither fits nor develops himself.

What we need from you:

- You have a university degree connected to business,
- You have at least 3 years of work experience with leading a team,
- You're used to working independently and on your own authority,
- You have heard about Getting Things Done,
- You're passionate to create a workplace in which the right people love to work,
- You're willing to lead the team from within, not from above,
- **You are fluent in English.**

What you get from us:

- Remote work (from home or a co-working space of your choice) with flexible working hours,
- Meaningful work in an international environment to ensure justice and opportunities for photographers,
- An opportunity to grow together with an organization that is well past the proof of concept with currently approx. 20 employees,
- Experiencing the joy of leadership in a non-hierarchical (but still structured) **Holacracy** environment:
<https://www.youtube.com/watch?v=MUHfVoQUj54>.

Ready for the next step?

Perfect, let's do it! But be aware: PhotoClaim is not for everyone.

Please **do not apply**

- If you expect your subordinates to follow you blindly,
- If you need your team to ask you for permission on an ongoing basis,
- If you believe that managing means delegating,
- If neither photography nor justice has any specific value to you.

That doesn't scare you but rather excites you? Awesome, we can't wait to see your brief application including your CV, the potential starting date, your compensation expectations and your thoughts on the question:

"What do you like about leading a team – and why it doesn't work with organizational hierarchy?"

Please send your application entitled "Operation Manager" to career@photoclaim.com.