



ProCredit. We are an international group of development-oriented commercial banks for micro, small and medium enterprises (MSME), as well as private individuals. We are active in Southeastern and Eastern Europe, South America and Germany. Our overarching goal is to combine a high developmental impact with economic success.

For our Group Retail team, we are seeking a motivated

Retail Initiative Lead (m/f/d)

This position is based in Frankfurt am Main at ProCredit Holding, the listed parent company of our banking group.

The Group Retail team in Frankfurt will be responsible for developing, executing and continuously monitoring the implementation of the Groups and local ProCredit banks retail banking strategy, driving sustainable profitable growth in each country. The Group Retail team will conduct market research, identify and implement best practice in retail banking covering exceptional customer-centricity, excellent customer service, customer acquisition & retention and digital solution innovation.

As Retail Initiative Lead, you will take ownership of key strategic initiatives that drive product and channel development across our network, ensuring alignment between local market needs and Group objectives.

Your role in our team:

- Leading strategic retail initiatives end-to-end, from concept to execution, including business case development, planning, delivery oversight and impact tracking
- Acting as the main liaison between the Group Retail team and local ProCredit banks, ensuring all initiatives are strategically aligned and backed by clear business rationale
- Collecting, evaluating and prioritizing product and channel development requests from across the network and filtering these into actionable programs that match Group priorities
- Facilitating the exchange of best practices across the countries, building a community of practice and ensuring consistency in execution and learnings
- Coordinating business stakeholders across multiple functions and markets to support smooth initiative rollout and ensuring local teams are supported throughout the process

What we expect:

- A relevant university degree in business, economics, finance or related fields
- A minimum of 5 years professional experience in retail banking, project leadership or strategic initiative management, ideally in a cross-border or international context
- A strong ability to manage complex initiatives involving multiple stakeholders, timelines and dependencies
- Ability to connect the Group strategy with local market realities and balance innovation with business impact
- A high degree of social competence and excellent communication skills to manage diverse stakeholders and building consensus across countries, cultures and functions
- Excellent interpersonal skills coupled with an ability to coordinate diverse stakeholders and translate strategic goals into practical, actionable local implementations
- Proactiveness and a practical mindset with a strong sense of ownership and the ability to drive initiatives forward in a dynamic environment
- An excellent command of written and spoken English, being the working language in the department and within the ProCredit group; knowledge of languages spoken in the countries in which the ProCredit group operates is an advantage

What you can expect

- The opportunity to drive impact at Group-level
- A pleasant, dynamic and open working atmosphere and an international team
- Flat hierarchies and short decision paths
- Interesting and challenging tasks and cross-team project work
- A value-driven working environment focused on sustainability, transparency, and long-term development
- Flexible work arrangements with options for remote work
- Well-connected office location in the Bockenheimer district of Frankfurt am Main
- Comprehensive company benefits including a pension scheme, Deutschland Ticket (country-wide transportation pass), EGYM Wellpass (gym membership and online fitness), and JobRad (bike leasing program)
- Support with relocation for candidates moving from abroad

Have we caught your interest?

We look forward to receiving your application documents, including a motivation letter, salary expectation and desired starting date, by e-mail:

Jobs-group-retail@procredit-group.com

To learn more about the ProCredit group, please visit ProCredit Holding’s website at:

www.procredit-holding.com

