

80 % - 100 % / Berlin (preferred) or remote within Germany / adelphi Consult GmbH

adelphi is Europe's leading independent thinkand-do tank on climate, environment and development. As a leading policy consultancy, we advocate for just transformative change and a livable and sustainable society. 320 bright minds work locally and globally on environment and sustainability and the challenges of political, economic and social change.

Exciting tasks in a varied environment await you with us. Contribute your ideas and expertise to our interdisciplinary, international teams and benefit from networked working and learning as well as flat hierarchies.



FULL TIME / PART TIME BERLIN / REMOTE

Job summary

The continuous development and application of artificial intelligence is a central building block for the future viability and innovative strength of our economy. It plays a crucial role

in the optimisation of processes, data analysis and the development of new technologies. The internal staff position Artificial Intelligence at adelphi works at the interface of technology, research and practical application. It supports the implementation of intelligent AI solutions in various business areas and contributes to adelphi being able to implement advanced and sustainable AI strategies. As a staff position of management, you are an integral part of the strategic development of the organisation. You work closely with experts from various disciplines to enable interdisciplinary projects. Your contribution helps not only with the practical implementation of our internal and external AI projects, but also with promoting understanding and acceptance of AI technologies within the company. This opens the opportunity for you to directly participate in the development of innovative solutions and to gain valuable experience in the field of application and implementation of artificial intelligence.

Diversity is important to us. For a sustainable future, we need a diversity of experiences, backgrounds and perspectives.



You're the strategic mastermind behind our GenAI transformation, turning our GenAI vision into reality. You are the topic owner for GenAI, consisting of the following areas:

- **Strategic Leadership:** You translate our AI vision into a concrete corporate strategy with clear KPIs and priorities that truly make an impact
- **Technology Scouting:** You stay ahead of relevant developments, evaluate GenAI/LLM tools with a sharp eye, and set standards that last
- **Toolchain Ownership:** You take full technical and organisational ownership of our AI infrastructure (including Langdock) and make it your success driver
- **Governance Champion:** You ensure compliance together with Legal and IT from guidelines and codes of conduct to GDPR/AI Act requirements

■ **Team Leadership:** You lead a small team of currently two student assistants

You ensure the AI Adoption and Employee Enablement:

- Enablement & Orchestration: You support Product Owners in prioritising and independently implementing use cases in no-/low-code environments whilst orchestrating complex projects with IT, Legal, and external partners
- Knowledge Transfer: You build Al literacy throughout the company through coordinating (and execute if suitable) internal training, guidelines, and vibrant exchange formats together with Human Resources Development
- Cross-functional Innovation: You drive cross-departmental initiatives and champion the reuse of patterns, prompts, and components across the organisation

You facilitate a lightweight Project Management Office for corresponding initiatives:

- Initiative Coordination: You monitor and support the execution flow of GenAl-related internal and external initiatives.
- **Impact Measurement:** You measure what matters benefits, quality, and adoption and report transparently to management and programme & admin leadership

Our qualifications

Must-Have – What you bring to the table:

- At least 1–2 years of experience in project–based work, e.g. in consulting, NGOs, universities, ideally in our topics
- **GenAl Experience:** You have initial experience in AI/ML roles or product roles with GenAl practice and know what you're talking about
- Platform Expertise: You're a tinkerer in no-code/low-code GenAl platforms, particularly skilled in prompt engineering, RAG, and deploying integrations for Al assistance systems
- Technical Translation: You understand basic software/MLOps concepts and can translate requirements from management and product owners into clear IT sub-tasks – and control their implementation in close cooperation with IT

- **Stakeholder Mastery:** You bring strong moderation and portfolio skills, are experienced in stakeholder management, and can communicate technical concepts to non-technical audiences with ease
- Operational Excellence: You can translate strategy into backlogs, KPIs, and SLAs and deliver operationally by quickly building working no-code prototypes
- Communication Strength: You communicate fluently in German and English
- You share our mission for changing the world to the better

Nice-to-Have - Your bonus points:

- **Structured Approach:** You have experience in structured documentation and change management, plus a clear sense of impact for public and private contexts
- Educator by heart: You love helping others understand how to use AI tools themselves and how to empower their own work with it
- Cutting-edge Knowledge: You're up to date on the current state of the art in applied GenAI (current strengths and limitations, integration into product/enterprise settings)
- Coding Skills: You have basic programming skills, for example in Python
- Compliance Confidence: You're confident navigating data protection, information security, and Al governance (GDPR, Al Act)
- Workflow Expertise: You have in-depth experience with LLM workflows and/or agentic tools (e.g., N8N)
- **Leadership Experience:** You have proven experience coordinating small teams or mentoring juniors, interns, or student assistants

We encourage you to apply even if you can't meet all our requirements. We want to offer space to develop and grow in this dynamic area.

We offer...

adelphi Impact:

Possibility to shape creative and impactful solutions for sustainable finance, quickly take on responsibility for projects and versatile tasks. Be part of a growing and dynamic Finance programme in an impact-oriented consulting company.

adelphi Fit:

Free or discounted membership in the Urban Sports Club with more than 50 sports throughout Germany and in five European countries.

adelphi Mobile:

Subsidized BVG company ticket including free transportation for passengers and/or our job bike leasing for your personal bike of choice. Whether for your way to work or for your free time.

adelphi Spirit:

An international and interdisciplinary team with a lot of passionate commitment for a future worth living. Not only spinning ideas together at work, but also celebrating together at various adelphi events. Flat hierarchies and a flexible work environment as well as friendly and committed colleagues.

adelphi DNA:

dynamic green new-work environment with flexible working hours for your personal work-life balance as well as IT equipment for your home office. Possibility to re-enter the space after extended leave or after work in other sectors.

Your application

We therefore welcome all applications – regardless of gender, disability, nationality or ethnic and social origin. Recognised severely disabled persons or persons of equal status will be given preferential consideration in the case of equal suitability.

Send us your complete documents **by 15.10.2025** (including cover letter, including curriculum vitae, copies of certificates, salary expectations and information on your availability). We evaluate applications starting **9.10.2025**. Please use only the way via our online application. Applications will be evaluated on a rolling basis.