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## Team Lead Commercial Operations (m/f/d) in Renewable Energies

 ENCAVIS (Spain), ENCAVIS GmbH (Hamburg)  Permanent  Full-time

50% Mobile Office possible

# What do we rely on at ENCAVIS? The sun. The wind. And on you.

Welcome to Encavis! Our world is all about the power of the sun, the wind and the more than 400 people across our group who are working together to shape the energy system of the future in order to ensure a sustainable energy supply for future generations.

**ENCAVIS Management GmbH & Co. KG** is the holding company of **ENCAVIS GmbH**, one of Europe's leading electricity producers from renewable energies. We operate a broadly diversified portfolio of over 330 onshore wind farms, ground-mounted solar plants and battery storage facilities in 13 European

countries with an installed capacity of more than 3.8 GW. And best of all, we are continuing to grow! Our subsidiaries, **Stern Energy SpA**, which operates throughout Europe as a specialist in technical services for photovoltaic systems, and **Encavis Portfolio Management GmbH**, which specialises in supporting institutional investors, complement our portfolio.

What does this mean for you? The opportunity to make a difference, to shape and change things. As part of a multinational team that enjoys helping to make the energy transition a success.

As Team Lead Commercial Operations, you take on a pivotal role at the heart of Encavis' European commercial activities. You build and lead a high-performing team that ensures the smooth execution of Power Purchase Agreements, power derivatives and Guarantees of Origin across our growing renewable energy portfolio. Acting as the operational bridge between Origination, Portfolio Management, Trading, Finance and Legal, you translate commercial deals into robust, scalable processes and reliable execution. In this role, you combine leadership responsibility with hands-on operational ownership, shaping governance structures, reporting frameworks and compliance standards in a dynamic energy market environment. If you are passionate about renewable energy, thrive in complex commercial settings and enjoy building structures that enable long-term success, this role offers you the opportunity to make a tangible impact on the energy transition.

## Your sunny outlook:

- **Team Leadership & Function Build-Up:** You build, lead and continuously develop the Commercial Operations team supporting the Global Commercial Team across Origination, Portfolio Management and Short-Term Trading.
- **Operational Ownership of Commercial Transactions:** You take end-to-end responsibility for the operational management of executed commercial transactions across Encavis' European portfolio, including PPAs, power derivatives and Guarantees of Origin (GoOs).
- **Process, Systems & Governance Design:** You develop and implement scalable processes, systems and governance structures to ensure the efficient management of existing and future PPAs, from invoicing to counterparty coordination.
- **Contract Oversight & Compliance:** You oversee PPAs and other commercial agreements, ensure contractual compliance, manage claims and support renegotiations in close collaboration with the Legal team.
- **Stakeholder & Counterparty Management:** You act as a key point of contact for selected external counterparties and work closely with internal teams such as Legal, Project Finance, Corporate Finance and Operations to ensure smooth execution.
- **Regulatory Reporting & GoO Compliance:** You ensure that regulatory reporting obligations, including REMIT, as well as GoO delivery and compliance requirements, are properly fulfilled across the portfolio.
- **Reporting & Performance Management:** You establish reporting processes and performance tracking frameworks to monitor commercial outcomes and support decision-making through data-driven insights.

## We'll get wind of that soon:

- **Academic Background:** You hold a degree in business administration, economics, engineering or a comparable field with a strong commercial or analytical focus.
- **Relevant Professional Experience:** You bring at least five years of relevant experience in commercial operations, energy trading, energy sales or energy procurement within European power markets, ideally with exposure to the Nordics, Germany, Italy and Spain.
- **Operational Excellence & Process Mindset:** You are highly structured and experienced in building robust processes that ensure smooth operations across complex commercial portfolios.

- **Contract & Post-Deal Expertise:** You have hands-on experience in contract management and post-deal execution of PPAs, derivatives or Guarantees of Origin (GoOs).
- **Leadership Experience:** You bring prior team leadership experience and are motivated to actively shape, scale and professionalise the Commercial Operations function.
- **Energy Market Knowledge:** You have a solid understanding of European energy markets and the commercial dynamics of the renewable energy sector.
- **Data & Systems Affinity:** You are comfortable working with data from multiple sources; experience with APIs, CSV files, databases and tools such as SQL, R and/or Python is considered an advantage.
- **Language & International Environment:** You communicate fluently in English and operate confidently in an international setting; German, Spanish or Italian skills are an asset.

## What we offer:



### Employee Assistance Program

Individual counselling and coaching by the Fürstenberg Institute



### Health & well-being

Health platform machtfit (including health budget), health weeks, free drinks and fruits



### Lunch offer (only in Hamburg)

Subsidised meals in the office in Hamburg



### Employee Discount

Use of Corporate Benefits



### Office room for animals (only in Hamburg)

Possibility to bring a pet to a specially reserved office if the care of a pet cannot be guaranteed



### Provision & insurance

Employer subsidy for company pension scheme and occupational disability insurance, group accident insurance free of charge, subsidy for computer glasses



### Professional & personal development

Comprehensive onboarding, individual training opportunities, language courses, development programmes



### Culture & Cooperation

Small and large corporate and team events, Giving Back Week, Sustainability Working Group



### Employee Bonuses

Finder's Fee for new colleagues



### Mobility

Takeover of the Deutschlandticket and subsidised JobRad



### Great Location

Office space next to the river Elbe, easily accessible by bus and train



### **Work-Life-Balance**

Flexible working & mobile office (up to 50%), 30 days holiday (+1 day each for Christmas and New Year's Eve)

## Does that sound good?

Then we look forward to getting to know you!

## Contact:

Artur Rychter

PEOPLE & CULTURE BUSINESS PARTNER

[www.encavis.de](http://www.encavis.de)

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