activeIT

YOU GOT SKILL? WE GOT JOB!

PROJECT MANAGER / PROJECT LEAD (m/f/d)

Take ownership of your own projects – and help build our project management function

LOCATION	HOURS	LEVEL	START
Seiersberg-Pirka, near Graz	Full-time 38.5 h or part-time from 30 h	Experienced – Senior	Immediately

What this role is really about

When we roll out a system at a customer's site, it changes the daily work of hundreds of people – in the packing hall, in dispatch, in the office. You plan and manage these projects.

Everything comes together with you: customer, development, consulting, support. Not as an administrator of a project plan, but as the person who keeps deadlines, raises conflicts early, and makes sure that, in the end, a system runs that people actually use.

And there's something else that makes this role special: we are only just building up our project management function. So far, there's no dedicated PM role and no established standards. So you won't be taking over an existing system – you'll help shape it, together with us and building on your own experience.

WHAT YOUR ONBOARDING LOOKS LIKE

Our products are in demand and our order books are well filled. That's why we're building project management as its own function – and why things move quickly for you from day one.

- **Weeks 1–2:** A compact introduction: our products, customers, tools, and the way we work today. Learned through conversations with colleagues – hands-on rather than a formal training program.
- **From week 3:** You're involved in real projects and see firsthand where structure helps the most.
- **After about three months:** You take ownership of your first project and start shaping our project methodology in parallel – templates, workflows, roles.

To be completely honest: you won't be stepping into a finished structure, but into one that's just taking shape. No predecessor, no handbook, no standards to simply adopt. In return, you'll find a team that genuinely wants structure, short decision paths, and a management team that actively wants and supports this build-up.

You're a great fit for us if …

… you bring your own methods, templates, and routines and want to establish them here.
… you enjoy building something new rather than administering what already exists.
… you're pragmatic: as much process as necessary, as little as possible.
… you prefer a short, direct path over a process with three rounds of sign-off.

YOUR RESPONSIBILITIES

Managing projects

- Project planning and management, including responsibility for schedules, effort, and resources
- Identifying deviations early and initiating corrective action before they become costly
- Transparent status reporting in both directions – to the customer and internally
- Organizing and supporting system tests, go-live, and after-care

Leading customers

- Gathering, challenging, and prioritizing requirements together with customers
- Expectation management and clean handling of change requests
- Planning and facilitating strategy and alignment workshops
- Assessing technical feasibility together with development

Team and product

- Coordinating the project team across development, consulting, and support
- Supporting proposals, effort estimates, and product demos
- Feeding project insights back into our product development

Helping build our project management function

- Developing a lean project methodology that fits us – not a process manual, but what actually helps in everyday work
- Establishing templates and routines: project charter, status reports, change management, acceptance/sign-off
- Clarifying roles and handovers between sales, project, development, and support
- Setting up metrics so we can see how projects are actually running – not just at the end
- Bringing colleagues along the way: structure that everyone supports, not rules handed down from above

WHAT YOU BRING

What we need

- Several years of experience independently leading projects with external customers – IT, software, process, or organizational projects
- Your own methods, templates, and routines that you bring with you and want to establish here – we don't yet have any you could simply take over
- An appetite for building a function from the ground up: you enjoy shaping things rather than working within finished structures
- A genuinely structured way of working: you plan things in writing, document them traceably, and keep your commitments
- Composure when several projects run in parallel and deadlines get tight
- Confident communication, even when a deadline slips or expectations diverge
- A solid technical foundation: you can talk to developers about interfaces and data models
- Business-fluent German
- Willingness to travel to customer sites, driver's license (Class B)

It's a bonus if you also have

- English skills for our international projects – not a must, as a large share of our customers are German-speaking
- Experience with ERP, MES, or production planning systems
- Industry knowledge from food production, agriculture, trade, or logistics
- A methodology certification (IPMA, PMI, Scrum) – though hands-on practice counts more for us than the certificate
- Experience leading teams without formal disciplinary authority

What you explicitly don't need

You don't need to be able to code.

You don't need to know our industry – we'll teach you how a packing house or ripening facility works.

You don't need a certification. What you've learned in real projects counts more to us.

WHAT WE OFFER YOU

Growth

- **Room to shape things:** you'll help build our project management and shape how we work here going forward – an opportunity that only comes around once in this form
- **Responsibility:** your own projects instead of supporting work – and early on, because everyone here visibly contributes to the outcome
- **Backing:** this build-up is wanted and actively supported by management, not just tolerated on the side
- **Perspective:** clear development paths, for example toward Product Owner, team lead, or Key Account Management
- **Deep expertise:** you'll become an expert in a niche where there are only a few specialists across Europe

Working with us

- **Flextime:** Core hours Mon–Thu 9am–3pm, Fri 9am–12pm – you organize the rest yourself
- **Remote work:** possible after onboarding and by arrangement with the team
- **Short decision paths:** flat hierarchy, direct line to management, decisions in days rather than months
- **Modern tools:** Jira, Confluence, up-to-date hardware – and AI support (Claude) as a natural part of everyday work
- **Location:** air-conditioned offices in a renovated villa, parking right outside, good connections toward Graz
- **Team:** company events with great food and activities, regular outdoor training with a professional instructor, fresh fruit, coffee, tea, and juices

SALARY – HONESTLY SPEAKING

The minimum collective-agreement salary for this position is € 3,954 gross per month (IT collective agreement 2026, employment group ST1 standard level, based on 38.5 weekly hours, 14 salary payments per year).

Depending on your qualifications and experience, we naturally offer a significant premium above this minimum – because excellent work deserves excellent pay.

HOW TO APPLY

> **Our promise on the process**
>
> No cover letter needed. A CV is enough – if you like, add three sentences on why this role interests you.
>
> A response within 5 working days. Guaranteed – even if it's a rejection.
>
> Our goal: a maximum of 3 weeks from first contact to offer.

Apply by email to office@active-it.at with the subject line "Project Management."

Not sure if your profile is a fit? Give us a call: +43 316 23 12 01. A ten-minute conversation can save us both time.

We welcome applications regardless of gender, age, background, religion, belief, disability, or sexual orientation. What matters to us are your skills and the way you work with people.

ABOUT activeIT

Since 2004, we have been developing software for growers, packing and greenhouse operations, ripening facilities, and importers of fresh fruit and vegetables. Our products PECS, FIPS, and traceNET plan orders, staff, and machinery, control import and ripening, and make goods flows fully traceable – for customers in Austria, Germany, the Netherlands, the United Kingdom, and Switzerland.

We're a team of around 25 people in Seiersberg-Pirka near Graz. Small enough that everyone knows each other. Large enough that projects keep moving even when someone's on vacation. We've been growing under our own steam for more than two decades – no investors, no parent company.

YOU GOT FOOD? WE GOT SOFTWARE!