

YOU GOT SKILL? WE GOT JOB!

PROCESS & ERP CONSULTANT (m/f/d)

Understand processes, develop solutions – together with our customers from the food industry

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

What this role is really about

You're standing with a plant manager in the packing hall, watching forty people sort crates – and you understand why the order planning falls apart every Tuesday. Then you translate that into a solution our development team can build.

That's the core of this role: not selling software, but understanding how a business really works, and developing a solution together with the customer that makes everyday work measurably better.

You're the bridge between subject-matter expertise and technology. On one side, people who grow and handle fruit and vegetables. On the other, developers who need precise requirements.

WHAT YOUR ONBOARDING LOOKS LIKE

Our products are in demand and our order books are well filled. That's why we're strengthening our consulting team – and why things move quickly for you from day one. If you'd rather get stuck in early than watch from the sidelines for a long time, you'll fit right in.

- **Weeks 1–2:** A compact introduction following our internal learning guide, supported by the Lead Consultant: our products, the industry, our customers.
- **From week 3:** You join real customer meetings and start taking on your first topics yourself.
- **After about three months:** You take professional responsibility for your own customers – from requirements through implementation to go-live.

We're a small team, not a corporation. That means: no months-long training program, but everyone sits within earshot and every question gets a fast answer. And you're welcome to take on topics yourself – we love people who just get stuck in.

You're a great fit for us if ...

- ... you like taking on responsibility early rather than going through a long induction.
- ... you take on topics yourself and act when in doubt.
- ... you get up to speed quickly on new topics and see learning by doing as the normal way to work.
- ... you prefer a short, direct path over a process with three rounds of sign-off.

YOUR RESPONSIBILITIES

Understanding processes

- Capturing current processes at the customer – in conversation, at the desk, and on site in the hall
- Analyzing weaknesses and potential, and designing target processes together with the customer
- Asking the right questions: not just what is wanted, but why

Developing solutions

- Gathering and prioritizing requirements and translating them into solid solution concepts
- Configuring and setting up our solutions (PECS, FIPS, traceNET) at the customer
- Working closely with development, project management, and Key Account Management
- Documentation and quality assurance – so knowledge stays within the team instead of tied to individuals

Bringing people along

- Running workshops, training sessions, and presentations – from warehouse staff to management
- Supporting test phases, go-live, and the first period of live operation
- Giving customers good advice even when the solution they want isn't the right one

WHAT YOU BRING

What we need

- A genuine interest in getting to grips with unfamiliar businesses and workflows
- An eagerness to get stuck in quickly: you actively seek out information and enjoy learning by doing
- Analytical thinking: you spot patterns, ask the second and third question, and don't settle for the first answer
- Strong communication skills: you explain complex things simply – to the person at the sorting line just as well as to the managing director
- An affinity for software: you enjoy getting to grips with systems and understand how data connects
- A structured, self-directed way of working and a strong sense of quality
- 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 customers – not a must, as a large share of our projects run in German
- Experience with ERP, MES, or inventory management systems (e.g. SAP, Microsoft Dynamics, Infor, or industry-specific systems)
- A background in IT, business, or process-related studies (technical college, university of applied sciences, university) – or equivalent hands-on experience
- Experience from food production, agriculture, trade, or logistics
- Basic knowledge of SQL, or enthusiasm for picking it up
- Experience in process management, quality management, or organizational development

What you explicitly don't need

You don't need to be able to code.

You don't need an IT degree. Career changers from production, logistics, quality management, or process organization are explicitly welcome here – industry expertise is often worth more to us than an IT qualification.

You don't need to know how a banana ripening facility works. You'll learn that with us.

You don't need to tick every box above. If most of them fit: apply.

WHAT WE OFFER YOU

Growth

- **Onboarding:** short and hands-on, following our learning guide, with the Lead Consultant as your fixed point of contact
- **Room to shape things:** you're welcome to take on topics yourself. Anyone who wants to improve something here doesn't get handed a process – they get a green light
- **Perspective:** clear development paths, for example toward Product Owner, project management, or Senior Consultant
- **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 is € 3,267 gross per month for a junior entry level (IT collective agreement 2026, ST1 entry level) and € 4,061 gross per month for senior profiles (ST2 entry level) – each 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 “Consultant.”

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!