

SENIOR GERMANY MANAGER • GERMANY-BASED • JULY 2026

Lead ethical healthcare recruitment at the top of a business built to scale.

TEMA Solutions is appointing a Senior Germany Manager to own employer-facing revenue in German healthcare — with real authority, strong earning potential, and a mandate that matters.

Backed by **Seefar Foundation** and **The Migration Company** — two of the most experienced organisations in ethical international healthcare recruitment.

LOCATION	REPORTS TO	START	STRUCTURE
Anywhere in Germany Berlin-based operations	TEMA Board Seefar + TMC	July 2026 Full-time	Performance-linked Probation + KPI achievement

WHY THIS ROLE

Build TEMA's healthcare recruitment demand engine in Germany.

Your mandate is to build and establish TEMA's healthcare recruitment demand engine in Germany — securing real employer demand, signing healthcare recruitment contracts, and converting that demand into successful nurse placements at sustainable commercial pricing. This is an independent commercial leadership role with high autonomy and execution ownership, reporting directly to the TEMA Board (TMC + Seefar) with weekly performance reviews and ongoing business coordination.

THE MANDATE

01 Originate employer demand Personally open, pitch, and close healthcare recruitment contracts with hospitals and elder care groups.	02 Own the commercial cycle Full accountability for pricing strategy, service agreements, and a live pipeline from first conversation to signed contract.
03 Be the face in Germany Local institutional credibility that offshore models cannot match. You are TEMA in Germany.	04 Coordinate supply & demand Work with TEMA supply teams to match candidate readiness to employer timelines and expectations.

KEY PERFORMANCE INDICATORS

50+

Successful nurse placements completed within 6 months

3–5

Active employer clients with signed agreements and ongoing hiring demand

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Consistent revenue through realized placements at approved pricing levels

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Active pipeline with multiple employers in each stage: new → engaged → contracting → placement-ready

Weekly performance reviews and ongoing business coordination with the TEMA Board. Continuation and variable pay are performance-linked.

COMPENSATION

Fixed compensation of up to €7,000 per month during probation. Variable compensation is **10% of realized recruitment commission** — realized placements translate directly into income. Equity participation is also part of the package, with vesting subject to probation success and KPI achievement.

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Fixed compensation

Up to €7,000 per month during probation

10%

Variable compensation

10% of realized recruitment commission

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Equity participation

Equity vesting subject to probation success and KPI achievement

YOU HAVE (NON-NEGOTIABLE)

- An existing network within German healthcare institutions such as hospitals or care groups
- Proven experience negotiating, finalising and operating HR service agreements encompassing recruitment, training and evaluation
- Native German and professional English (C1 and above) communication skills
- A Germany base with the ability to conduct in-person employer meetings
- Comfort operating within a performance-linked commercial structure with a global team

YOU'RE READY FOR

- A time-bound, high-accountability mandate with direct board scrutiny and a hard performance gate
- Single-point accountability for a full revenue cycle — first conversation to signed contract to completed placement
- Risk-reward compensation: meaningful upside tied to outcomes you control
- Building something — not managing something that already works

Refer someone and earn €1,000.

If someone in your network has personally closed healthcare recruitment deals in Germany, introduce us. A successful referral earns a €1,000 reward — email your referral to Priyansha@themigration.company.

TERMS & CONDITIONS

ELIGIBILITY

- The reward is payable to the individual who makes the successful referral.
- Recruitment agencies, search firms, or organisations acting in a professional recruitment capacity are not eligible unless expressly agreed in writing by TEMA.

CANDIDATE REQUIREMENTS

- Meets the qualifications outlined in this brief and is not already in discussion with TEMA or part of TEMA's existing pipeline.
- Participates in TEMA's recruitment and assessment process and provides at least two professional references (preferably recent managers, employers, clients, or board members) before a final offer.
- Cooperates with any reference, background, qualification, or employment verification checks required by TEMA.

PAYMENT

- Payable only if the candidate is successfully hired by TEMA and completes 30 days of employment.

- Email us directly with the candidate's CV and a three-way introduction between you, the candidate, and TEMA
- The candidate submits the interest form at temasolutions.de — with their knowledge and consent
- The reward is paid once the candidate is hired and completes 30 days of employment

- Processed within 30 days after the candidate completes their first 30 days, to mutually agreed payment details.
- No reward is payable if the candidate withdraws, declines TEMA's offer, does not join, leaves before completing 30 days, or if the referral contains misleading or false information.

GENERAL

- Where multiple people refer the same candidate, only the first valid referral received is rewarded; TEMA's records determine the order.
- The referrer may share the reward with another intermediary if the introduction came through them; any such arrangement is solely between the parties involved.
- The reward must not be shared with, transferred to, or promised to the candidate as part of any employment or compensation arrangement.
- Submission of a referral does not guarantee an interview or employment. TEMA may discontinue the process at any stage without obligation to hire, and makes the final decision on eligibility, recruitment, and payment.

Express your interest.

We keep it short on purpose. Apply at temasolutions.de — if there's a fit, we'll set up a conversation quickly. No lengthy process, no gatekeeping. We aim to respond within 3 working days.

CONTACT

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