



Vacancy

# Director of Incubation





Usercentrics is a global leader in the field of consent management platforms (CMPs). The rapidly expanding company provides privacy solutions that enable organizations to embrace data privacy while building trust with their users through freedom of choice. The Director of Incubation will build and lead the Incubation Team, tasked with MVP-ing and validating new propositions.

## Requirements

- Over 8 years' of experience
- As an Incubation Lead, (Senior) Product Manager, founder or business entrepreneur
- Managerial experience with agile teams
- Entrepreneurial bootstrap mindset
- Excellent strategic, analytical and problem-solving skills
- Strong stakeholder management skills
- Based in (or willing to relocate to) Lisbon or Munich

 **Lisbon or Munich**

 **Minimum of 8 years' experience**



About the company

# Usercentrics

**Usercentrics has grown from a start-up to a leading innovator of consent technology for the new internet economy focused on user choice. Based on unrivaled data privacy technology that has pioneered consent management platforms since 2012, Usercentrics strives for a better internet experience for everyone.**

The company's mission is to build a world where user privacy enables a thriving digital ecosystem. Using Usercentrics' tailor-made CMPs, companies with an online presence can protect the privacy of their customers' data and thus build trust with them, while simultaneously growing the company's data-driven business.

Currently, Usercentrics is growing at an unprecedented rate, riding the wave of privacy-led marketing, data compliance awareness and regulations. The number of customers has tripled compared to last year. To continue facilitating this significant growth, the team - currently consisting of over 230 employees across offices in Munich, Prague, Copenhagen, and Lisbon - is also expanding rapidly.





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To fuel the company's growth and enhance its innovation capability in the mid-term, Usercentric is building an incubation team, spearheaded by the entrepreneurial and energetic Director of Incubation. Under their leadership, this cross-functional team – consisting of a Product Manager, a Marketing Manager, a Product Marketing Manager, and external developers – aims to be at the forefront of product and feature expansion, M&A decisions and new products to the company portfolio. The Director of Incubation reports directly to the VP of Product and can count on Bram Ellens, seasoned growth advisor for Usercentric, as their mentor.

The Leader of the Incubation team is responsible for driving the innovation pipeline forward by generating compelling new (no-touch B2B) proposition ideas and prioritizing them based on their potential and feasibility to validate. The focus remains on the short and mid-term. Ideally, it involves validating a product idea or proposition within six months. Propositions should attract new customers, create upsell opportunities for existing customers, or tap into new geographical markets. The team's goal is to deliver a minimum of four validated propositions annually, ranging from MVPs to mock-ups or partner products, or any form that helps validating a proposition. Throughout the validation process, the Director carefully manages the balance between speed and quality, ensuring that thorough testing is conducted without sacrificing efficiency.

## Building a great team

Leading the new Incubation Team, the Director of Incubation is tasked with building and managing a dynamic group of skilled, passionate individuals. They determine the team's priorities, ensuring that the focus remains on innovation and growth.



Maintaining a hands-on, curious, and agile vibe within the team is crucial.

Team spirit is highly valued within Usercentrics. It's evident to the organization that diversity, positivity, entrepreneurship, and a passion for technology are fundamental to its success. The Director upholds these same values within their team, recognizing their importance in fostering a collaborative, innovative and entrepreneurial environment that drives both results and personal development. ▶

This role presents an exciting opportunity for an experienced innovation or incubation leader with a proven track record of successfully guiding startups, scale-ups, or other businesses through growth phases. With an entrepreneurial mindset, they make quick, data-driven decisions and approach their work with agility and energy. Resilience is their trademark: they promptly address challenges and act when needed.

The ideal candidate thrives in an environment where processes are not always set in stone, yet also has the ability to establish structures and solidify processes as needed. This way, the Leader of the Incubation teams plays a pivotal role in continuing the ongoing success story of Usercentrics.



## Interested?

Usercentrics is working with Top of Minds to fill this vacancy. To express your interest, please contact Ana Moya Morales at [ana.moyamorales@topofminds.com](mailto:ana.moyamorales@topofminds.com).

**“At Usercentrics, we shape the future of privacy. Given our rapid growth, the future of our company looks promising. With your strong product sense, entrepreneurial mindset, and inspiring leadership, you’ll lead Usercentrics successfully into the next phase.”**

**Bram Ellens,  
Investor Usercentrics**