



VACANCY

# Regional Manager

## Requirements

- Over 8 years' work experience
- Of which at least 4 in a management function
- Stakeholder management
- Team management
- Analytical and data-driven
- Team player
- Fluent in Dutch
- Fluent in English

Amsterdam Minimum of 8 years experience



**Flink stands for a revolution in how we do groceries. The Berlin-based start-up delivers groceries from its own network of fulfillment centers to customers in less than ten minutes. The Regional Manager takes full responsibility for a fast-growing amount of Flink hubs within the Randstad region.**





## ABOUT THE COMPANY

# Flink

Technology and the Covid-19 pandemic created an opportunity for the on-demand grocery delivery industry. Multiple start-ups rose to the challenge. One of them is Flink, founded in December 2020 by three German entrepreneurs. The Berlin-founded start-up has been growing rapidly since day one. Until now, the start-up has launched sixty delivery hubs in twenty-nine cities. The company raised a Series A funding of \$240 million and is on track to becoming the fastest unicorn in Europe. Funds are used to fuel roll-out efforts throughout the Benelux region, Germany, Austria and France.

### Quick, quicker, quickest

Flink means 'quick' in German. That moniker doesn't only refer to the ten-minute delivery time slot the company promises, but also to the pace at which the start-up is rolling out new fulfillment hubs: ten delivery hubs are opening up every month. From these hubs, Flink delivers a selection of two thousand high-quality products to consumers' homes as soon – 'flink' – and as sustainable as possible: on electric bikes and using packaging that can be recycled. Additionally, Flink aims to deliver organic products only. The company culture is best described as international, dynamic, transparent, and with flat hierarchies.

At present, Flink has hubs in a growing number of cities in the Netherlands, including Amsterdam, Almere, Delft, Groningen, Rotterdam, Tilburg, The Hague, Haarlem, Utrecht, and Delft. Its ultimate ambition is to be present in all major cities in the Netherlands. The office in Amsterdam is home to a young and driven team.



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# Regional Manager

**The Regional Manager takes full responsibility for a large share of all Flink hubs (dark stores), based throughout the Randstad region. Given the extensive growth, it is hard to pinpoint an exact number. This person will manage a team of city managers who, in turn, each are responsible for a team of hub managers – thereby heading an organization of over three hundred employees (excluding riders and pickers).**

The Regional Manager ensures that customers are offered a great service at any time while creating efficient processes and ways of working within the hubs. This includes monitoring hub-level KPIs to derive initiatives in order to improve the operational and growth performance of certain hubs or regions.

As the voice of regional and hub teams, the Regional Manager will represent their needs and priorities and liaise with HQ teams on strategic initiatives. For example, topics may include rider and hub operations, setting up local marketing campaigns, and improving warehousing and staffing processes.

The role is a hugely exciting opportunity for an ambitious team player who is eager to join one of the fastest-growing, best-funded European start-ups. ■



**Interested?** Flink has appointed Top of Minds to fill this vacancy. To express your interest, please contact Vivian Linker at [vivian.linker@topofminds.com](mailto:vivian.linker@topofminds.com).