



Business Transformation Officer (BTO) – Leadership Development Role (24-Month Program) | UAN – 1AE1DD

Department: Business Transformation / Executive Office

Location: Office / MVG - Corporate HQ (Paris)

Type: Full-time

About the Role

MVG is seeking a high-potential Business Transformation Officer to drive, monitor, and secure strategic transformation initiatives over a 24-month leadership development program. Reporting to the Deputy CEO and working closely with the Executive Committee, this role offers direct exposure to senior decision-making, cross-functional execution, and operational leadership. It is designed for an ambitious, analytical, hands-on transformation professional aiming to grow into a senior operational role after the program.

About MVG

MVG – Microwave Vision Group – is the global leader in electromagnetic field measurement solutions. With 400+ employees, offices across 4 continents, and over 25

years of consecutive growth, we help the world's most innovative companies test, validate, and push the boundaries of wireless technology. Our mission: Testing Connectivity for a Wireless World.

Join us to shape the future.

Responsibilities

- Lead the transformation roadmap across digital, operational, and cultural workstreams, ensuring alignment with long-term business strategy and measurable impact.
- Define success metrics, milestones, risk mitigation plans, and accountability mechanisms with department heads, senior leaders, and transformation sponsors.
- Develop automated dashboards using tools such as Make, Power Automate, Power BI, AI tools, or similar platforms to track KSFs and KPIs in real time.
- Drive data-based performance reviews by analyzing financial, operational, and customer data to identify bottlenecks, risks, and corrective actions.
- Ensure executive-level visibility through clear progress updates, ROI analysis, risk assessments, and decision-ready reporting for leadership review.
- Collaborate with Finance, Operations, Sales, Technology, and other cross-functional teams to build a 360° understanding of the business and remove roadblocks.
- Optimize business processes and lead targeted operational improvement projects, including efficiency gains, cost-saving initiatives, and process redesign.

Requirements

- 5+ years of experience in strategy consulting, business transformation, operational improvement, or a similar role, preferably within a small-to-midsize company or consulting firm.
- Proven hands-on experience building, managing, and automating KPI dashboards and performance tracking systems.
- Proficiency with automation and data visualization tools such as Make, Power Automate, Zapier, Power BI, Tableau, or similar platforms.
- Strong analytical and problem-solving skills, with the ability to interpret financial, operational, and customer data and translate findings into actionable recommendations.
- Excellent stakeholder management skills, including confidence working directly with senior leadership, department heads, sponsors, and cross-functional teams.
- Structured project management mindset with experience applying project management methodologies to complex transformation initiatives.

- Strong communication skills, with the ability to translate complex data and transformation progress into clear insights for non-technical stakeholders.

Nice to Have

- Experience in change management or digital transformation programs.
- Familiarity with ERP or CRM systems such as SAP, Salesforce, HubSpot, or similar platforms.
- Background in financial or operational modelling.
- Exposure to basic AI/ML tools, including predictive analytics or NLP for data extraction.

How to Apply

Please submit your resume and a cover letter addressing:

- A transformation project you've led: what was the goal, how did you measure success, and what tools did you use?
- How you would approach the first 24-month role.
- What operational leadership role you'd aim for after the program, such as Head of Operations or Business Unit Leader.

MVG - Testing Connectivity for a Wireless World

Special note: This role may require eligibility for access to classified or sensitive information under applicable national security laws. Possession of an active clearance is not required, and the company may conduct necessary background checks or request supporting documentation in compliance with applicable laws and regulations.