



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

Department: Business Transformation / Executive Leadership

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 participating in the Executive Committee, this role offers direct exposure to senior decision-making, cross-functional execution, and operational leadership pathways. It is designed for an ambitious, analytical, tech-savvy transformation professional ready to build business-wide impact and prepare for a senior operational role.

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 governance of digital, operational, and cultural transformation streams to ensure initiatives stay on track and deliver measurable impact.
- Define success metrics, milestones, risk mitigation plans, and accountability mechanisms with department heads and senior sponsors.
- Develop automated KPI, KSF, and performance dashboards using tools such as Make, Power Automate, Power BI, AI tools, or similar platforms.
- Drive data-based analysis across financial, operational, and customer metrics to identify bottlenecks, risks, and corrective actions.
- Prepare executive-level reports, including progress updates, ROI analysis, risk assessments, and transformation roadmap reviews.
- Collaborate with operational leaders across Finance, Operations, Sales, and Technology to build a 360° understanding of the business.
- Optimize existing processes and lead targeted operational improvement or cost-saving projects beyond the core transformation scope.

Requirements

- 5+ years of experience in strategy consulting, business transformation, operational improvement, or a closely related field, preferably in 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 tools such as Make/Integromat, 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, with confidence working directly with senior leadership, department sponsors, and cross-functional teams.
- Structured project management mindset with experience applying project management methodologies in transformation or operational contexts.

- Strong communication skills, with the ability to turn 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 modelling or operational modelling.
- Exposure to basic AI/ML tools, such as 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, including the goal, how you measured success, and the tools you used; how you would approach the first 24 months in this role; and what operational leadership role you would 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.