



ECT is a tech company dedicated to better business outcomes for communications service providers (CSPs) and their customers. With our Telecoms Low-Code Application Platform (T-LCAP), Packaged Business Capabilities (PBCs), ready-to-use apps and agile co-development, we enable CSPs to compose, enhance and individualize telecoms services and products within their telecoms network. Our parent company, the European Computer Telecoms AG, is a German public company located in Munich, Germany, where we employ engineering experts from over 30 countries. The language of our company is English. German is not required.

We are currently hiring a

**Head of UI/UX Design Department (m/f/d)
Working in Munich, Germany**

This is a major opportunity for an ambitious designer with extensive experience in user interface design, UX and low code. We are building a powerhouse within the ECT Group to unlock the full potential of our telecoms low code, making a major contribution to business outcomes for CSPs. We are creating ready-to-use apps and modular components built using Telecoms Low Code. The goal is to empower CSPs to compose their own individualized products for their enterprise customers and industry verticals. In our Product and Co-development Department, where we turn disruptive digital communications ideas into reality, you and your department are responsible for UI/UX projects from sketch to launch. You get to do it all: research, user tests, prototypes, wireframes, etc. Create the UI/UX for our next-phase communication products while collaborating directly with our engineering and product teams.

Responsibilities

- Lead a team, hire, develop and provide coaching and mentorship to a team of UI/UX designers.
- Act as the UX lead on one or more product teams.
- Contribute to and promote adoption of design patterns, standards, and systems of a low-code application platform and of products implemented using the platform
- Collaborate with business and technology stakeholders to develop a shared understanding of business and user goals
- Work closely with the product and the development teams throughout the whole process - research, ideation, design to achieve the best outcome.
- Manage and inspire UI & UX aspects of the Web and Mobile products, from concept to implementation and according to the product requirements
- Develop and communicate design ideas through prototypes, wireframes, user flows, and other design deliverables.
- Produce detailed UI specifications and guidelines for developers
- Be a design evangelist across departments: explain the weight of design and the trade-offs necessary due to timelines, user experience, etc.
- Take ownership and quality assure the deliverables of the design team to ensure that the outputs meet the business requirements.
- Facilitate learning on the design team and help create the growth plan.
- Implement user research to determine the best approaches and methods to capture the right insights; plan and run qualitative studies when needed.
- Communicate UX strategy and designs to internal and external stakeholders to build consensus and convey the impact of design decisions on user, customer, and business outcomes.

Skills and Experience

- Creation of user interfaces using a low-code platform.
- Deep skills in one or more of the following design disciplines: interaction design, user interface design, information design, graphic design.
- Ability to distill complex concepts into design concepts and requirements.
- Experience with user research methods and techniques (e.g., usability testing, contextual inquiry, etc.) and conducting user acceptance testing.
- Ability to collaborate effectively and influence decision making across multidisciplinary teams.
- Adaptability and a willingness to learn new skills, technologies, and frameworks.
- Strong stakeholder management and facilitation skills, both for internal and external stakeholders and senior leaders.
- Proficiency in UX design tools (e.g., Sketch, Figma, Adobe XD, InVision, Zeplin, etc.).
- Demonstrated ability to communicate complex technical information to various stakeholders verbally and in writing.
- Fluent in English, both written and oral (German is not required)
- Bonus point: experience with the Google Material Design
- Bonus point: familiarity with HTML/CSS/JS

Qualifications

- Bachelor's or Master's Degree in design, product design or a major design discipline (or equivalent training or years of experience).
- 5+ years of experience as a UI/UX designer.
- Background in low-code platforms preferred.

Who we are:

- **We have an amazing, highly diverse team** with colleagues from Brazil, Bulgaria, Colombia, Egypt, Finland, France, Germany, Guatemala, Greece, India, Indonesia, Ireland, Italy, Mexico, Morocco, the Netherlands, Pakistan, Spain, Tunisia, Turkey, Ukraine, the USA, etc.
- **We care about you.** All employees participate in the success of our company via our company bonus. We offer a highly competitive compensation package with an initial annual salary of 85,000 – 95,000 EUR (ca. 77% fixed and 23% variable), relocation assistance, free breakfast and lunch, and 30 workdays of paid vacation
- **We invest in your future.** We encourage all employees to participate in further education and offer in-house language courses and trainings, external seminars and university courses. Many colleagues have even completed company-sponsored MBA programs.
- **We care about our community.** For over 15 years, we have been the main sponsor of the Munich Chamber Orchestra and all employees receive tickets to their amazing concerts.
- **4-day work week.** 32 hours/week, Monday-Thursday.

Please send your CV by e-mail, including your salary expectation and a possible start date to careers@ect-telecoms.de mentioning "Head of UX/UI Department" in the subject.

In order for your application to be considered, you must include a 2-minute video, in which you:

- 1. Introduce yourself and your qualifications for this position,**
- 2. Explain what motivates you to apply, and**
- 3. Ask three questions about the position and/or ECT.**

Employment starting date: immediate.