

Team Lead System Operations (m/f/d) (focused on DevOps)



Hogrefe Digital Solutions GmbH



Göttingen, or remote,
located in Germany



Permanent contract



Flexible working hours,
(35-38 h/week)



Hogrefe, with psychology at its core, identifies, develops, and disseminates knowledge about human experience. We are the largest company in our field in Europe and employ over 650 people worldwide.

Our subsidiary, Hogrefe Digital Solutions GmbH, develops the Hogrefe Test System (HTS), a web platform for comprehensive psychological online assessments. We are more than 60 people including Software Engineers, Psychologists, Product Managers, Quality Assurance, and UX Designers. We develop, learn, and grow together. Each employee in their own way, with their own interests, their own personality, and their own approach. There are many ways to reach your goal. Together, we are making Hogrefe successful.

We are looking for a full-time and highly skilled **System Operations Team Lead (m/f/d)** with strong **DevOps expertise** to guide our infrastructure and operations team. The position can also be filled on a part-time basis.

You combine technical expertise with proven leadership experience and ensure stable and secure operations while driving innovation and efficiency. Use your skills and experience to take our platform to the next level.

What will you be doing?

- Technical Operations & Platform Ownership
 - You take ownership of the design, operation, and continuous improvement of a Linux-based infrastructure environment
 - You ensure reliable day-to-day platform operations, including monitoring, incident analysis, and coordinated resolution
 - You plan, manage and support deployments across multiple environments
 - You contribute to data center–related initiatives and infrastructure projects
 - You drive the adoption of automation and orchestration to improve system reliability and efficiency
 - You safeguard data availability and support disaster recovery and business continuity planning
- Leadership, Security & Collaboration
 - You provide technical leadership and mentorship within the system operations team, promoting reliability, collaboration, and continuous improvement
 - You work closely with cross-functional teams to align operational strategies and share best practices
 - You actively shape and introduce modern approaches to automation, orchestration, and platform security
 - You assess and strengthen the security posture of systems in a data-sensitive environment
 - You participate in on-call rotations and coordinate out-of-hours support when required

Who are you?

- Experience & Mindset
 - Minimum of 5 years of professional experience in system operations, infrastructure engineering, or DevOps
 - At least 2 years of experience leading or mentoring technical teams, projects, or initiatives
 - Strong communication skills and the ability to collaborate effectively across teams
 - A high sense of ownership, reliability, and accountability
 - Comfortable working independently while contributing as part of a team
 - Experience working in regulated or compliance-driven environments (e.g., ISO standards)
 - Fluent in English and German, written and spoken
- Technical Background
 - You bring hands-on experience with several of the following areas (not necessarily all of them):
 - Linux-based server environments
 - Application platforms and web/application servers
 - Container technologies and modern deployment approaches

- Databases (relational and/or non-relational)
- Monitoring, logging, and alerting systems
- Networking fundamentals (e.g., DNS, routing, firewalls)
- Reverse proxies and load balancing
- Configuration management, orchestration, or automation tools
- Version control systems
- Virtualization or cloud-based infrastructure

What do we offer?

- Work flexibility – Work remotely from wherever you want in Germany or from our beautiful office in Göttingen
- Work-life balance – Decide for yourself how many hours per week you want to work (35-38 hours, full-time) and we prioritize individual flexibility
- Agile methods – We work iteratively and value feedback
- Work environment - We prioritize flexibility, collaboration, and continuous improvement to be adaptive and responsive
- Qualification – We promote on-the-job training and recognized certifications
- Team spirit – Team events and celebrations bring variety to your workspace as well as each team works in its own pace and supports its own processes
- Health management – Hogrefe Bike, team sports and health days, fruit and relaxation: it's up to you
- Meaningful work - you are engaged in contributing to the understanding and development of human psychology

We are looking forward to your application!

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That's why you should join us:

