

## Job description | Director

We are RTgroup – a fast-growing, international boutique in transformation & restructuring with offices in Düsseldorf, Cape Town, and Johannesburg. We partner with clients in their most critical moments and work hands-on: in the numbers, with the people, and often in interim roles directly inside the business. We've led some of the most complex turnarounds in Europe and Africa – from reviving a leading international player in the specialty chemicals sector to restructuring one of Europe's large retailers and rescuing a pan-African packaging leader. We work with mid and large cap companies, often PE-backed. Our work is guided by People – Partnership – Preservation: we safeguard jobs, fix businesses, and build futures – not just financial models.

This is not a traditional consulting job.

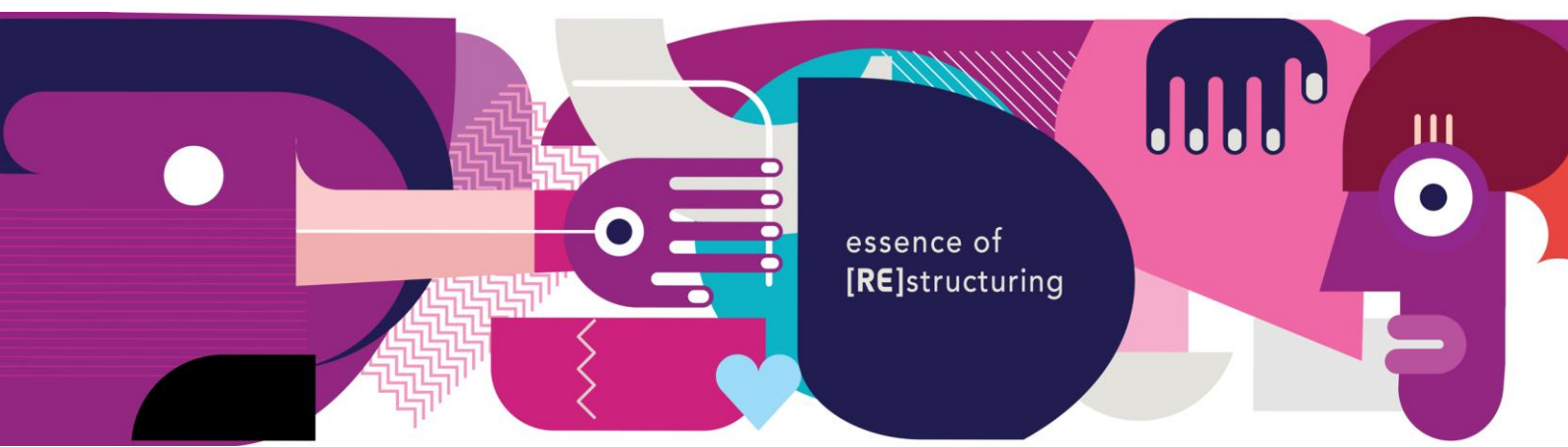
### The role:

- As a Director at RTgroup, you are responsible for delivering entire client transformations – ensuring impact, quality, and speed in highly critical situations
- You lead teams, shape the problem-solving approach, and act as a senior advisor to clients, while also contributing to the growth of the firm
- You will:
  - Lead complex transformation and restructuring engagements end-to-end
  - Act as a trusted counterpart to CEOs, CFOs, and investors
  - Ensure high-quality delivery across all workstreams
  - Coach and develop Vice Presidents and Associates
  - Contribute to business development alongside Partners
  - Shape internal capabilities, methodologies, and the firm's growth

You will typically spend four days per week at the client site, working side-by-side with management and taking responsibility for delivery

### What are examples of what you will be doing?

- Lead a full turnaround program for a mid-cap or PE-backed company
- Steer senior stakeholders through crisis situations (liquidity, restructuring, negotiations)
- Align management, shareholders, and lenders on a transformation roadmap
- Oversee multiple workstreams (cash, operations, commercial, organizational topics) and ensure delivery
- Develop and mentor the next generation of leaders within RTgroup
- Support and drive business development efforts with Partners
- Drive internal knowledge development and contribute to training within RTgroup



### What do we offer?

- A central leadership role in high-impact, high-visibility situations
- Direct access to top-level decision-making in critical business moments
- The opportunity to shape a fast-growing, entrepreneurial firm
- Significant influence on both client outcomes and internal development
- A strong, values-driven culture (“Justbe”): be real, be humble, be accountable. Low ego, real teamwork, no politics
- High flexibility and trust-based working environment
- Competitive compensation with strong upside

### What makes this role unique?

- You lead real transformations – not just advisory work
- You operate at the intersection of strategy, execution, and stakeholder management
- You have direct impact on a company’s survival and future
- You combine client leadership, team leadership, and firm building
- You work in a low-politics, high-performance environment

### What are we looking for?

- Professionals with 10+ years of experience in consulting, restructuring, or senior operational roles, with strong analytical and financial skills (cash, modelling, planning)
- Proven leaders of complex projects and teams
- Individuals who can operate confidently with senior stakeholders
- Like-minded people who want to build a unique transformation & restructuring firm

### What do you need to bring?

- Strong track record in leading complex transformations or projects
- Excellent problem-solving and structured thinking
- Ability to manage multiple stakeholders in high-pressure situations
- Strong coaching and leadership capabilities
- Entrepreneurial mindset and willingness to contribute beyond client work

If you want to help build a unique restructuring and turnaround firm, we'd love to meet you. Sounds interesting? Then email us at [careersafrica@rteor.com](mailto:careersafrica@rteor.com) or [careerseurope@rteor.com](mailto:careerseurope@rteor.com).

