

Job description | Associate

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.

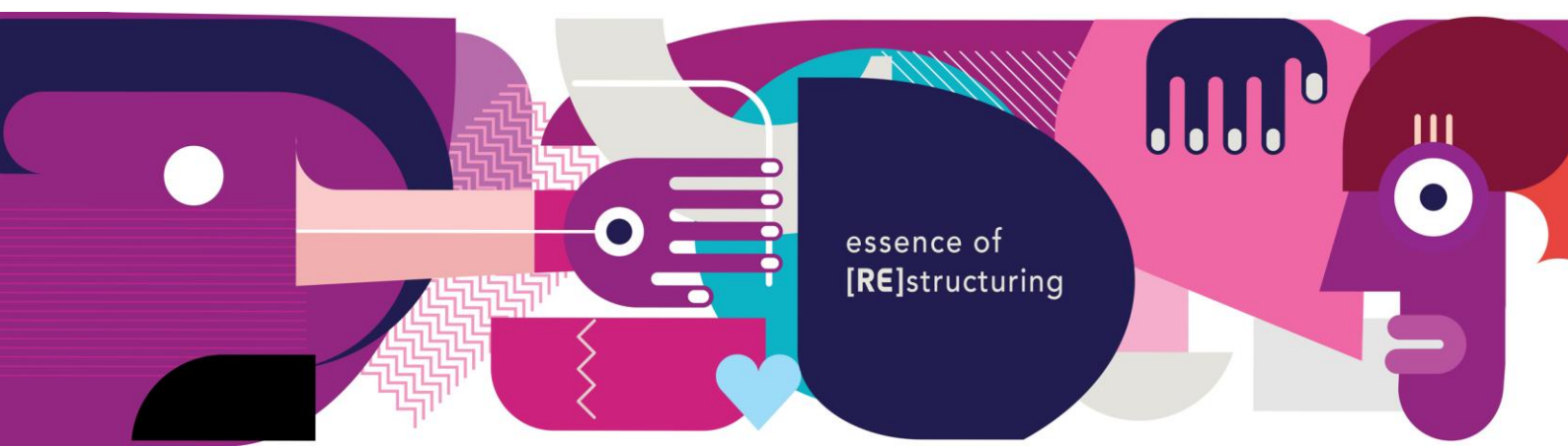
This is not a traditional consulting job. You will be on the ground with clients, solving real problems, under real pressure, with real responsibility from Day 1. If you want early leadership, fast learning, and real impact, this is the place to start.

The role:

- As an Associate at RTgroup, you will work closely with team members and clients to analyse the business financially and operationally and jointly develop a turnaround plan, including anticipated savings and one-off costs
- During implementation, you will take responsibility for one or more workstreams within the transformation team (e.g., Finance/Cash, TMO, Operations, Org Efficiency, Sales).
- You will work hands-on on the most urgent topics together with our clients to enable a successful turnaround.
- You will typically spend 4 days per week at the client site – working side-by-side with management, making decisions, driving outcomes, and getting things done.

What are examples of what you will be doing?

- Analyse product profitability or customer segments and present insights directly to the CFO
- Work side-by-side with clients in operations workshops, production lines, etc.
- Support the TMO (Transformation Management Office) in tracking initiatives, preparing management updates, and pushing decisions
- Build and own parts of the weekly cash model



What do we offer?

- An exciting role with an outstanding team culture
- Early responsibility on high-impact projects
- A steep learning curve, deep mentorship, and the opportunity to shape a young, ambitious firm
- A front-row seat in fixing real companies – not just advising from the sidelines: you will work directly with management teams and get unfiltered exposure to critical decisions (cash crises, negotiations, stakeholder management, performance deep-dives)
- Direct coaching from senior leaders with 18-25 years of restructuring experience
- A “Justbe” culture: be real, be humble, be accountable. Low ego, real teamwork, no politics
- High flexibility – we want everyone to be able to merge professional and private life
- Fast career progression
- Competitive compensation & benefits package

What makes this role unique?

- Work inside the business, not outside
- Interim-management exposure early in your career
- Equal mix of numbers + people + operations
- Steeper learning curve than in large consulting firms
- Direct exposure to C-level leaders from Day 1

What are we looking for?

- Graduates who want to learn fast and make real impact early
- Likeminded people who want to build a unique transformation & restructuring firm
- Individuals with strong analytical and financial skills (cash, modelling, planning)
- Team players who enjoy hands-on work

What do you need to bring?

- Ability to work independently and in line with our core values
- Strong financial understanding and the ability to work confidently with clients on business planning, cash management, and TMO topics
- Strong command of Microsoft tools (especially Excel); additional financial analysis tools welcome
- Bachelor’s & Master’s degree in Economics, Accounting & Finance or similar
- Analytical sharpness, financial literacy, clear communication, and the ability to stay calm and structured under pressure

If you want to help build a unique firm – and fix businesses that need it most – we'd love to meet you. Sounds interesting? Then email us at careersafrica@rteor.com or careerseurope@rteor.com.

