

OPEN ROLE

AUGUST 2026 · HAMBURG, GERMANY

LEAD CREATIVE DIRECTOR

MILOVISION, the house

(m/w/d)

MILOVISION

THE HOUSE

MILOVISION is a creative house of ventures, built for brands operating in high-responsibility, high-complexity environments; a professional home for uncommon minds, founded in 2018.

We unite the discipline of design, the precision of science, and the possibilities of technology to shape communication that is clear, intelligent, and culturally resonant: with a globally operating creative and strategic boutique agency at our core, and products built at the frontier of design and technology.

We believe intelligence isn't measured by volume, but created by the ability to shift perspective. We create clarity where there is complexity, and we see beyond: the brief, the obvious, the expected.

THE WORK

We work for brands that protect life, and for brands that elevate it, across industries. Global campaigns from ideation through to execution. Industry-first technology we built ourselves, opening ways of working that did not exist before. Interactive formats for engagement and storytelling with no precedent to borrow from.

FOR WHOM

For people who question the default.
Who think beyond their roles.
Who expand what's possible.

TRAITS

Curious. Independent. Exceptionally intelligent, and deeply human.

WHY THIS ROLE EXISTS

Our work asks for ideas that hold up in front of scientists and marketers in the same room, and that still move the person they are meant for. This role exists to lead that thinking: to own the conceptual standard across global campaigns, congress activations and the experiences built around them, and to be the person a global client trusts with the idea.

THE ROLE

The clarity of a strategist, the eye of a designer, and the presence of a client partner.

The seat sits at the intersection of brand strategy, creative direction and conceptual design. You connect science, design and storytelling into emotionally intelligent ideas for clients in healthcare and other industries.

WHAT YOU'LL DO

- Shape creative and strategic narratives, from the insight through to the execution.
- Turn complex scientific and technological subjects into clear, emotionally resonant concepts.
- Lead integrated ideas across global campaigns, congress activations and immersive experiences.
- Work across our account, medical, AI, compositing and design teams, so an idea survives contact with every discipline it passes through.
- Present and defend ideas directly to senior global clients, and build the kind of creative trust that outlasts a single project.
- Raise the standard of our storytelling, and grow the creative talent behind it. This team is already exceptional, and your job is to be the reason they do the best work of their careers.
- Carry our own brand outward. Translate who we are for the world beyond our client rooms, with the same finesse our clients know us for, and make sure the work that deserves recognition finds it, through the right platforms and partnerships.

WHAT YOU BRING

- Seven to ten years in creative, brand or communications agencies, including at least three in a senior creative leadership role: Creative Director, Associate Creative Director or Creative Strategist.
- A record of integrated campaigns and immersive face-to-face experiences for complex brands, in healthcare, pharmaceuticals, technology or B2B.
- The ability to turn an insight into a visual and verbal idea, and to make it exist rather than describe it.
- Confidence as a communicator and facilitator. You can lead a discussion with scientists, marketers and creative people in the same room, and hold all three.
- A structured, curious and emotionally intelligent way of working. Self-aware, disciplined, collaborative, and at ease simplifying complexity.
- Fully fluent English, written and spoken. You will be presenting to global clients, so it has to carry a room.

WHAT WOULD ALSO HELP

- German is welcome and not required. We work in English, and our clients are global.
- Experience of AI-enabled production, and a point of view on what it changes for an idea.
- Experience directing on set.

HOW WE WORK	• No micromanagement, which means proactivity and reliability are the price of entry. • Self-accountability. You own the outcome, not the task list. • Solutions over reports. • High standards, held quietly and consistently, in work our clients put their name to.	
THE ENVIRONMENT	We operate as a highly agile, high-performing team in a complex and regulated environment, with no bureaucracy standing between a decision and the work. We expect curiosity, and the appetite to keep learning and growing.	
THE ESSENTIALS	Location	Hamburg, Germany.
	Relocation	Open to candidates relocating to Hamburg.
	Language	English, fully fluent. German welcome, not required.
	Engagement	Full-time, permanent employment contract.
IN THE OFFICE	One to two days per week in the Hamburg office. Ideas of this kind are built in the room.	
GROWING HERE	Regular one-to-one time with your lead, in both directions.	
	We invest in learning and development, inside the company and beyond it, because we do not think all growth happens in-house.	
THE EXPERIENCE	We have a Chief Experience Officer. Not as a title, but because the experience of the people building what comes next matters to us as much as what gets built. It shows in our Milo Home, in company offsites and team events, as well as in personal benefits across fitness, mobility and healthcare.	
WHAT WE OFFER	The mandate	Creative leadership across the house: the conceptual standard, an in-house team to lead, and the authority to decide what good looks like.
	The moment	A growth phase in which we are putting work into the world that has not been seen before, on technology we built ourselves. Rare inside a network, and the reason this seat exists now.
WHO WE WANT TO HEAR FROM	If you recognise yourself in most of this but not all of it, we would still like to hear from you, and we mean it. We hire for perspective, and we welcome applications from people of any background, age, gender, origin, religion or identity.	

TO APPLY

applications@milovision.com

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MILOVISION IS AN EQUAL-OPPORTUNITY EMPLOYER. WE WELCOME APPLICANTS OF EVERY BACKGROUND AND SELECT ON THE STRENGTH OF SKILLS, EXPERIENCE, AND FIT WITH HOW WE WORK.

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