

STUDIO OPERATIONS LEAD

Traffic, capacity and workflow · MILOVISION & Milo-X

(m/w/d)

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.

WHERE YOU SIT

Across the house. Our creative and strategic agency, and Milo-X, our governed content infrastructure for pharmaceutical and life-sciences brands, which works with global top 20 pharmaceutical brands and is expanding.

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

We are producing more, for more clients, across the agency and Milo-X, and increasingly inside a governed platform workflow rather than a conventional studio one. This role exists to own how that work moves: who does what, by when, and at what standard. It also exists to keep redesigning that, because our capabilities are constantly being refined and developed further, enabled by proprietary AI workflows we build ourselves.

Most traffic roles exist to run a system. This one exists to keep rebuilding it, and to hold the standard while it changes.

WHAT YOU'LL DO

- Own capacity, scheduling and flow across the house. Client projects, Milo-X delivery, and our AI innovation content work.
- Redesign the process as our capability changes. When a new AI-enabled workflow lands, you decide what it means for roles, steps, hand-offs and timing, and you take the team through the change.
- Hold the quality gate. Nothing leaves at less than our standard, and our standard is visible to clients whose own work is reviewed. Be the calm point between client-facing colleagues, creative and production.
- Give leadership a truthful view of capacity, early enough to act on.

WHAT YOU BRING

- Five to eight years as a traffic manager, resource manager or studio lead.
- You have built a scheduling and capacity system of your own. Experience of an environment where what was on offer changed between quarters, and you were the person changing the process behind it.
- Genuine interest in AI-enabled production workflows.
- Calm authority. You hold the line on quality and timing with senior colleagues, and people are glad you did.
- Fully fluent English, written and spoken. Our working language is English.

WHAT WOULD ALSO HELP

- Pharmaceutical or healthcare experience. The reality of review cycles is difficult to explain to someone who has not lived it, and it would put you ahead.
- Depth in production and project tooling, and the instinct to simplify a stack rather than add to it.
- A mix of agency and in-house experience.

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.

Language English, fully fluent.

Engagement Full-time, permanent, internal role.

IN THE OFFICE

At least two days per week in Hamburg. Sequencing decisions are easier made in the room than in a thread.

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 Ownership of how the work moves across a creative house and a live platform venture, with the authority to redesign it.

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.

MILOVISION