



Product Owner (m/w/d)

We're a team of product thinkers, designers, and developers who love turning great ideas into reality, appreciate good snacks, and are convinced that almost any problem can be tackled with the right mix of creativity and teamwork (or, in an emergency, a fresh restart). Here's the twist: we're not building products the way we did five years ago. We're reimagining our platform with AI agents in the loop every single day. AI-assisted work isn't a buzzword we drop into standups – it's how we operate. We collaborate with AI to explore ideas, accelerate delivery, challenge assumptions and redefine how teams create meaningful value for customers.

The catch? When a team can build this fast, the hardest question stops being can we build it? And becomes what should we build, and why? That's where you come in. We're looking for someone endlessly curious, who runs toward the messy, half-defined problems instead of away from them – and who is excited by how AI is reshaping the way products are conceived, built and delivered.

Ingentis is the leading software provider for Organizational Analytics and Strategic Workforce Planning. With our Ingentis org.manager platform, we strengthen the Organizational Performance of more than 2,000 organizations worldwide. Across our locations in Nuremberg, the United States, France, and the United Kingdom, around 160 employees actively shape the future of data-driven organizational development – guided by a clear ambition: to design organizations in which people can perform at their best.

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Your key responsibilities

- You own and shape the **team backlog** – turning fuzzy ideas, customer feedback, and strategic roadmap objectives into a clear, prioritized list of things actually worth building.

- You translate business needs into crisp **user stories** and acceptance criteria that hold up when an agent (or a human) reads them at 9am and starts building – clarity isn't optional when code ships this fast.
- You're the team's go-to for "**what does this actually mean?**" – available, decisive, and ready to cut through ambiguity mid-sprint.
- You keep the **agile rhythm sharp**: planning, standups, refinement, reviews, and retros that make us better, not just busier.
- You **review and accept delivered work** against agreed expectations, and give fast, constructive feedback when something isn't there yet.
- You **partner** with Product Management on the roadmap and keep **stakeholders** – engineering, professional services, customer success, sales – aligned when priorities shift (they will).
- You **protect the team's room to explore and experiment** – agentic development rewards discovery – while keeping a firm eye on the time budget, championing small, frequent releases and tight iteration over any big-bang plan.
- You **treat the agentic shift as a live experiment**: how do estimation, "done," and the whole backlog change when agents do much of the building? You're genuinely excited to help figure that out.

Your Profile

- Some hands-on exposure to Agile product work – maybe **2–4 years as a Product Owner, Business Analyst**, or in a related role, or a strong transferable background that you're bringing into product management. We care more about how you think than about your title history.
- **Relentless curiosity**: you ask "why" a lot, you dig into the things you don't understand yet, and you treat a hard, ambiguous problem as the fun part.
- **A real pull toward the agentic world** – you're fascinated by AI agents and how they're reshaping how software gets built, and ideally you already play with these tools yourself.
- **Clear communication**: you turn business needs into something engineers can build, and explain technical options to non-technical stakeholders without losing anyone.
- **Solid instincts for prioritization** and trade-offs – scope vs. time vs. dependencies – and the organization to keep a backlog from turning into a junk drawer.
- **Self-aware and balanced**: you know when to give the team room to dig in and experiment, and when to nudge toward shipping – and you hold that tension without becoming either a pushover or a deadline cop.

- **Comfort with Agile tooling (Jira, Azure DevOps, or similar)** and enough technical fluency to hold your own in an engineering conversation.
- **Fluent in English** (German is a plus) – you'll collaborate with customers and colleagues from around the world.

What we offer

- Flexible working hours
- Up to 32 days of vacation
- Corporate Benefits
- Tax-free benefits and mobility allowance
- Option to work partially from home
- Modern, air-conditioned offices with height-adjustable desks
- Company car, bike leasing or company pension scheme
- Company events and activities, such as table football, billiards, poker and sports
- Free soft drinks, coffee, fruit, chocolate, ice cream and massages
- We're all on a first-name basis
- Bring your quirks to work – whether it's a favorite plush toy, a nerdy gadget or your favorite beats in your headphones

Apply Now



If you have any questions you can contact our Recruiter Marcel Aflatoun

Feel free to visit our website to learn more about us: www.ingentis.com