



IT MANAGER



InterExcellent Executive Management BV

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INTRODUCTION & STRATEGIC CONTEXT

For our client Giant Europe as part of the Giant Group, the world's leading developer and manufacturer of bikes, frames, gear and components, we are searching an energetic, visionary and connecting **IT Manager** with broad ICT expertise and affinity with high performance products.

Giant is the world's largest bicycle manufacturer, producing not only its own range of bikes but also high-quality frames for other major brands. Headquartered in Taiwan and still led by its founding family across generations, Giant has built a strong global presence through both B2C and B2B channels. The company operates regionally across three core markets - Asia, Europe, and the United States - and maintains a decentralized structure with local teams in over 50 countries.

In Europe, Giant runs two state-of-the-art assembly facilities - in the Netherlands (since 1997) and Hungary (since 2019) - while core component manufacturing takes place in Taiwan. The European headquarters, located in Lelystad, leads the European/regional operations.

The cycling industry experienced rapid growth during the Covid pandemic, but post-Covid, the market has slowed significantly, creating challenges for many players. Despite this, Giant remains financially healthy and is proactively adapting to the changing landscape.

To strengthen its position and increase efficiency, Giant has launched a bold new strategy focused on European centralization and the re-engineering of its European HQ. This includes streamlining the support functions for local sales organizations and unlocking synergies across markets. IT and digital transformation are key enablers in this transition bringing synergy, innovation, integration, and value creation to the forefront of the business.

This is your opportunity to be part of a global brand in transformation - where your digital and technology expertise will directly contribute to further shaping the future of the cycling world.



THE COMPANY

Giant was founded in 1972 with a mission: to create better bikes and improve the cycling experience. From the very start, innovation and manufacturing expertise set the company apart.

It began with lightweight chromoly frames. Giant's ability to produce high-quality bikes at an affordable price allowed more riders to experience cycling in a whole new way. Since then, Giant has pioneered advancements in both aluminium and composite engineering. They introduced the first affordable carbon fibre bike (the Cadex 980 C) and revolutionised high-performance road bikes with Compact Road Design. In mountain biking, Giant's Maestro Suspension established a new level of performance for off-road riding and racing.

Over the last four decades, Giant has grown well beyond its manufacturing roots to become the world's leading brand of quality bicycles and gear. With more than 13.000 employees worldwide and over 12.000 retail partners worldwide, they aim to inspire adventure in all riders, from casual to competitive. Bikes and gear are currently marketed under the own brand names Giant, Liv, Momentum and Cadex. Giant is also an OEM business and does in this context multi brand assembly. In 1997 the factory in Lelystad was established to better serve the European market and in 2019 they opened a second factory in Hungary.

Giant bikes win world championships. They win design awards, too. But most importantly, they win the hearts of riders who choose to make cycling a part of their lives. To achieve the brand's purpose, which they call *Ride Unleashed*, Giant offers three commitments:

BE LIMITLESS

Build full ecosystems of bikes and gear to help riders push their limits.

OPTIMIZE THE EXPERIENCE

Innovate and create a feeling of new capabilities and exhilaration.

GROW THE COMMUNITY

Celebrate rider activities and achievements together.

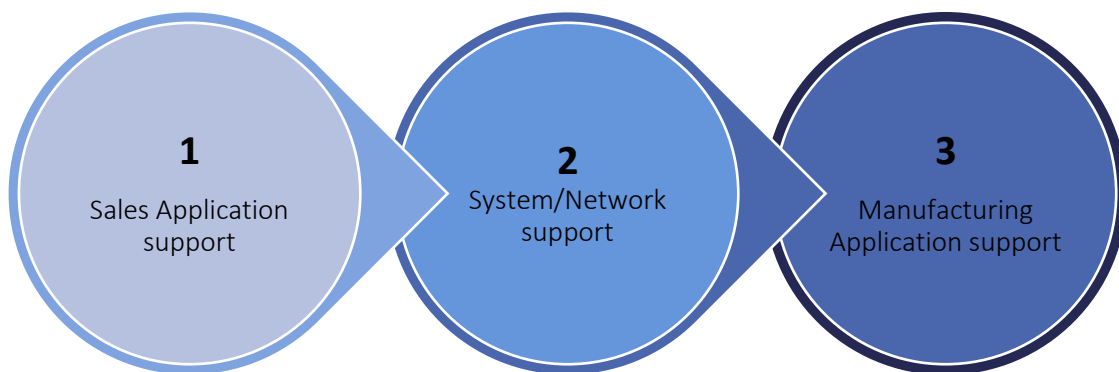


THE ROLE & ASSIGNMENT OF THE ROLE

We are seeking a motivated IT manager to join the European HQ of Giant in Lelystad. This full-time role offers the opportunity to work at the heart of the European organization and contribute directly to its growth and performance.

As IT manager you will manage the IT team* to support the European organizations, including the factories and sales organizations in the various countries in developing maintaining and improve IT systems, infrastructure and support. You will be the spider in the web and also connecting various stakeholders and (external) partners on relevant matters. This position offers international exposure, professional development opportunities, and the chance to make a meaningful impact within a dynamic company and ability to pioneer/shape this role for Giant. Important focus is planned digital transition, including replacing current ERP system(s) into a uniform SAP S/4 HANA environment. As IT manager you report directly to the Managing Director of the European HQ, with a dotted line to the CIO of Giant Inc in Taiwan.

*The IT Team consists of 10-15 persons divided over the following three departments:



The responsibilities of the IT Manager are:

- IT Strategy Alignment:
Collaborate with European management and CIO to align IT strategies and initiatives to support EU region with the organization's overall business objectives.
- Team Leadership:
Lead and inspire a team of IT professionals, providing mentorship, guidance, and fostering a collaborative work environment.
- IT Infrastructure Management:
Support our system manager in design, implementation, and maintenance of the company's technology infrastructure, including networks, servers, and hardware.
- Application Management:
Support our application managers in the administration, configuration, and maintenance of ERP/SAP and surrounding systems, ensuring reliability and efficiency.

- Systems Integration:
Ensure seamless integration of various IT systems and applications to optimize workflow and data sharing across departments.
- Security and Compliance:
Ensure systems' security, data integrity, and compliance with relevant industry regulations and internal policies.
- Project Management:
Drive SAP-implementation including related projects, including integrations, while adhering to timelines and budgets.
- Continuous Improvement:
Proactively identify areas for process improvement within the IT landscape, implementing best practices and innovative solutions like (but not limited to) AI/Robotics.
- Crisis management:
Identify and resolve urgent issues related to SAP and other IT systems promptly and efficiently.
- Budget management:
Assist in developing and managing the IT department's budget, ensuring optimal resource allocation.
- Vendor management:
Manage relationships with vendors and other IT service providers to deliver quality support and solutions.
- Training and Development:
Foster continuous learning and skill development for the IT team, keeping them up-to-date with application advancements and emerging technologies.



THE PROFILE

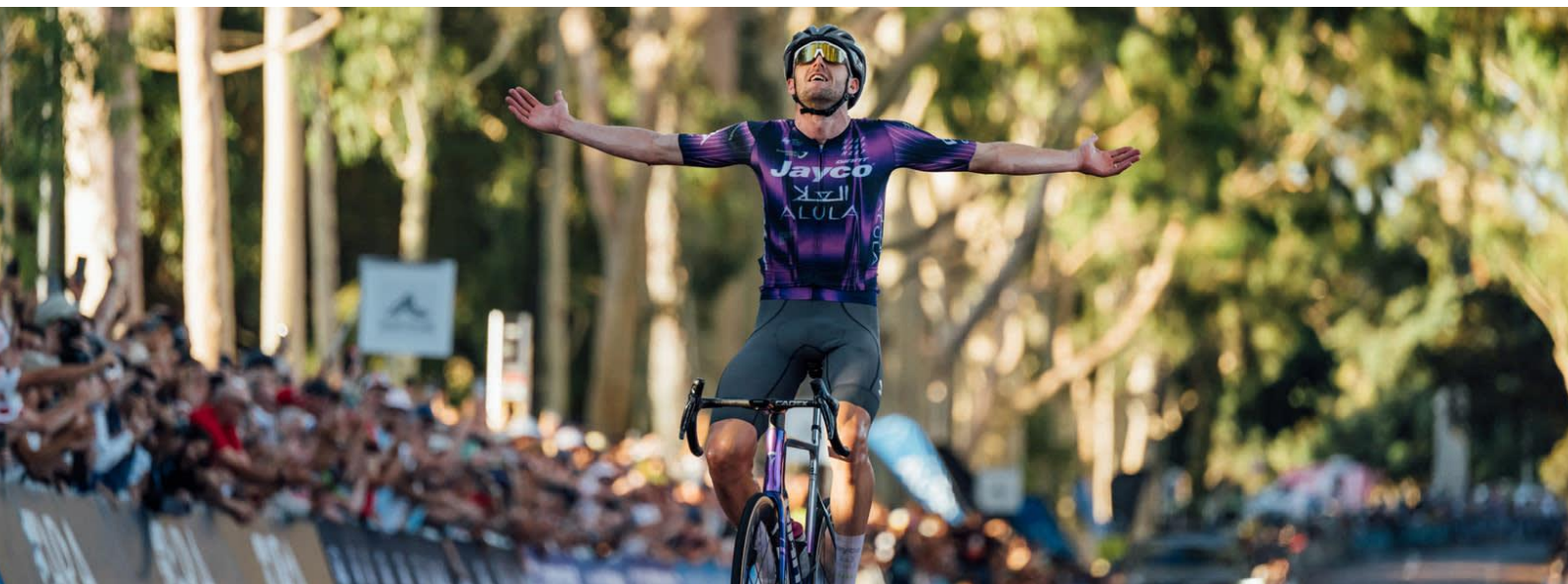
Background and experience:

- Proven experience as an IT Manager or in a similar leadership role for at least 4 years, with specific expertise in SAP system administration and management. Experience and knowledge in Sales & Distribution is a plus including B2B and B2C business model.
- Rich experience in leading business process analysis and implement system to support business process requirements: Analytical and problem-solving skills, with the ability to translate complex issues into clear recommendations and actions.
- Rich experience in system integration and data flow analysis in complex project is a plus
- Strong project management skills, with the ability to handle multiple projects simultaneously and deliver results on time and within budget.
- Excellent communication and negotiating skills, with confidence to work across different departments and cultures, combined with strong written and verbal communication skills.
- Understanding of IT security protocols, data privacy, and EU regulatory compliance related to SAP systems.
- Leadership and team-building capabilities, with a track record of guiding and motivating IT professionals.
- Ability to work independently in a dynamic, international environment, balanced with the sensitivity to align and calibrate with (internal) stakeholders when needed.

Key competencies

- **Leadership:**
Ability to give direction and motivate the team to achieve goals. “Lead by example”.
- **Ownership:**
Feels responsible to make a real contribution to the organisation, acts accordingly and is accountable.
- **Intercultural sensitivity:**
Shows awareness of the effect of cultural differences and frames of reference, and translates this into own interaction and ways of acting.
- **Development focus:**
Is consciously focused on development and learning through experience, is open to new information and feedback and learns from it. Exhibits a 'growth mindset'.
- **Influencing edge:**
Is able to influence the behaviour or opinions of others in a (predetermined) desired direction.
- **Customer focus:**
Identifies, investigates and, within his/her own capabilities, addresses the wants and needs of internal and external customers to satisfy them in line with organisational objectives.

- **Flexible mindset with can do mentality:**
Adapts his working methods and commitment quickly and without resistance when the situation demands it and stays focussed on problem solving actions.
- **Analytical ability:**
Investigates, recognizes, and understands the key elements of issues and their interrelationships.
- **Communicating ability:**
Clearly expresses thoughts clearly and fluently, conveys a message understandable to others both orally and in writing, and knows how to maintain attention.
- **Integrity:**
Acts according to honour and conscience and is able to uphold generally accepted social, ethical, and professional standards.



THE CONDITIONS

At Giant, you will step into the dynamic and fast-evolving world of high performance cycling, mobility and sustainability, joining a diverse and forward-thinking organization at the heart of society. As the world's leading bicycle manufacturer, Giant shapes the future of cycling through (digital) innovation, customer-centric solutions, and operational excellence.

In this role, you'll make a real impact. You'll lead a passionate team of motivated professionals, working together to bring Giant's European digital ambitions to life. As IT Manager of Giant Europe you play a key role in the transition of the organisation.

It's a unique and challenging opportunity at a global industry leader with fitting employment conditions as will be explained by InterExcellent.

THE TIMELINE

Giant intends to have its new IT Manager start in the first quarter of 2026. Therefore the following timeline will be followed to appoint the IT Manager before Christmas/year's end:

- Applications (a job-specific cover letter and CV) are requested (as soon as possible, but no later than Monday, November 17, 2025, before 10:00 AM) via Giant@interexcellent.nl.
- Candidates will be selected for an interview with InterExcellent in weeks 44-48 (2025).
- The most suitable candidates will then be presented to Giant, who will decide which candidates will be invited for interviews.
- The selection rounds will take place after week 48.
- The employment conditions interview will follow shortly thereafter.
- A reference check and assessment may be part of the procedure.



INTEREXCELLENT

[InterExcellent](#) is a leading IT Executive Management firm, which offers the following three services:



Our firm has a proven [trackrecord](#) in management and specialist positions within the public sector and the private sector, specializing in the placement of IT/IV executives. In mid-2024, the Directorate-General for Public Administration (DGABD) issued a European tender for ICT/IV executives within the government. This contract has been awarded exclusively to InterExcellent for the coming years.

InterExcellent, in collaboration with Nyenrode Business University, has also developed the exclusive [IT Regie Management](#) course, aimed at CIOs, CTOs, CDOs, IT directors, managers, and specialists with a strong focus on IT directing. InterExcellent is a leading IT Management firm, offering both permanent positions and temporary contracts.

InterExcellent has signed the [Executive Search code](#) of the foundation [Talent naar de Top](#), thus contributing to the company's economic and social goals: greater diversity and inclusion at the top of organizations. We expect that these diverse and inclusive organizations can reap the benefits of today's society. The "reflection effect" (the recognition of our society in the top echelons of organizations) can lead to positive results, such as increased employee engagement, increased brainpower, improved business results, strengthened innovation, and increased team productivity.

CONTACT

This procedure is carried out by Geert-Jan Poorthuis (Managing partner InterExcellent) and Tren Keltjens (Executive Search Consultant) within InterExcellent, assisted by Caroline Kimman (Senior Recruitment Coordinator) who can be reached on 035-5280430 and via Giant@interexcellent.nl.

We look forward to explore this unique opportunity with you!





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