



## TCR Group – General Manager TCR Spain



### General Manager TCR Spain

#### The Opportunity

TCR Group, the global leader in Airport Ground Support Equipment (GSE) Services, is looking for a seasoned and strategic **Managing Director Spain** to lead one of its most mature and dynamic operations. This is a critical leadership position with full P&L responsibility, overseeing a fast-growing organisation of ~150 FTEs across 12 stations, and €30M in annual revenue.

You will report to the Regional Managing Director South Europe and be based in Madrid. TCR Spain is a complex service organisation with deep client partnerships, a growing pooling business, and strong future potential. You will be responsible for driving operational excellence, financial performance, and long-term business growth.

#### A snapshot of what you will be doing here:

- **Lead a mature, fast-scaling organisation:** Take full ownership of Spain's entity, overseeing Maintenance, Fleet & Commercial, Customer Services, Finance, and Support functions.
- **Drive strategic and profitable growth:** Deliver sustainable growth through new customer acquisition and expansion of pooling operations (e.g. buses, GPUs, motor tugs).
- **Shape a high-performing organisation:** Build internal capabilities in planning, control, talent development and workshop operations. Foster a culture of accountability and innovation.
- **Ensure operational and financial control:** Oversee P&L, manage resources effectively, and strengthen governance and reporting.
- **Engage customers across all levels:** Maintain and grow strategic relationships with top-tier clients (e.g. Groundforce, Iberia). Be comfortable operating from the workshop floor to the boardroom.
- **Represent TCR at senior levels:** Actively contribute to group-level projects and strategic discussions as Spain's senior representative.

#### Key outcomes & success factors:

- **Financial Performance:** Profitability, cash flow, and sustainable revenue growth in line with targets.
- **Team Engagement:** Build a strong, engaged team culture where talent is nurtured and developed.
- **Customer Satisfaction:** Maintain strong relationships with key customers, ensuring high service levels and satisfaction.
- **Operational KPIs:** Ensure operational efficiency, including equipment availability and adherence to quality standards.
- **Governance & Compliance:** Consistently meet internal controls and governance expectations

#### We are looking for an individual who:

- Holds a university degree in business, finance, engineering; MBA or advanced degree highly preferred

- Advanced understanding of corporate finance
- 10+ years of demonstrated leadership experience in a relevant industry such as aviation, leasing, equipment or machine rental, B2B Services
- Strong leadership skills with the ability to motivate and inspire teams to achieve ambitious goals.
- Hands-on leadership approach, looking for close cooperation with all levels of the organization (from management to workshop floor)
- Expertise in negotiating and managing partnerships. Ability to navigate complex negotiations with major industry players and secure win-win agreements.
- Excellent communication and interpersonal skills, with the ability to influence and collaborate effectively at all levels of the organization.
- Analytical mindset with a hands-on approach to driving results and closing deals.
- Proven ability to thrive in a fast-paced environment.
- Is structured, pragmatic, and decisive
- Communicates fluently in Spanish and English

♥ **Why you'll love working with us:**

- Join a well-established, market-leading business with strong momentum
- Lead a mature team and shape the future of TCR's largest South European entity
- Be part of a global network of leaders with shared values and goals
- Benefit from a high-trust culture that encourages autonomy and ownership
- Develop your leadership in a company backed by a stable private equity shareholder

**Ready to take off with TCR?**

We're eager to meet leaders with the strategic mindset and operational expertise to scale a successful business further. Apply now with your CV.

*TCR Group is an equal opportunity employer. We value diversity and are committed to creating an inclusive environment for all employees.*

Please note: We kindly request that agencies and recruiters refrain from contacting us regarding this job posting.