For our Client, an established international company with a well-developed Shared Service Center in Poland, we are currently looking for a highly motivated and detail-oriented Credit Team Leader.

The successful candidate will oversee the credit and collections activities, balancing risk management with business growth support, while building relationships with different stakeholders.

We are looking for a highly self-motivated and detail-oriented Credit Management Team Leader to join the Credit & Finance team. This role reports hierarchically to the Regional Head of Credit Management, with a functional reporting line to the Regional Finance Director.

The Credit Management Team Leader supports the organization’s financial goals and commercial efforts by maintaining healthy account receivables within the corporate risk framework. The role involves close collaboration with supply chain, sales, and finance teams across international locations to optimize processes and ensure strict compliance with credit policies and regulatory standards.

Credit Management Team Leader

Nr ref.: 91/10/2026/PT/270844/jobs.pl Poznań (wielkopolskie)

What you can expect from us?

Our Client believes in fostering a collaborative, supportive, and empowering environment where every employee can contribute to business success and thrive personally. Beyond a competitive compensation package, you will be offered:

- stable employment: a permanent employment contract ensuring long-term security, career stability, and peace of mind;
- comprehensive Benefits Package;
- a comprehensive onboarding program ensuring a smooth transition into the organization;
- structured opportunities for professional development, continuous training, and mentorship;
- participation in engaging Corporate Social Responsibility (CSR) initiatives;
- a dynamic, modern, and genuinely global work atmosphere within a well-established Shared Services Center;
- modern employment practices supporting work-life effectiveness, agility, and well-being.
- a diverse, equitable, and inclusive team culture where equal opportunity is guaranteed for all employees regardless of background.

Employment agency entry number 47

this job offer is intended for people over 18 years of age

What will your tasks involve?

- support regional finance and executive leadership in credit management activities by maintaining an optimal balance between credit risk exposure and business growth;
- manage credit approval and collection activities, ensuring policy compliance and procedural efficiency;
- lead, mentor, and develop a team of credit & collection specialists, ensuring ethical and effective day-to-day operations;

- monitor customer credit risk, recommend credit exposure limits, and oversee special credit arrangements;
- negotiate collateral, securities, and financial risk mitigation agreements;
- oversee collection procedures, manage complex escalations, and participate in direct client meetings/visits when necessary;
- identify key accounts to improve payment performance and support sales through secure transactions;
- prepare, analyze, and manage dashboards to track credit and collections KPIs;
- supervise credit application approvals and secure procedures for executing guarantees or deeds;
- prepare monthly accounts, aging reports, and performance summaries for senior finance stakeholders.
- resolve complex customer inquiries and manage outstanding credit disputes;
- contribute to the continuous development and enhancement of internal credit policies and procedures;
- ensure accurate credit documentation and maintain order-to-cash/A-R ledger integrity;
- perform analytical reviews and reporting within the accounts receivable domain;
- collaborate closely with cross-functional departments to align credit strategies with wider customer relationship management goals.

What we expect from you?

- education: bachelor’s or master’s degree in Finance, Accounting, Business Administration, or a related field;
- experience: minimum 5 years of experience in a supervisory or management role within finance/credit operations;
- minimum 7 years of progressive credit management experience in a commercial, B2B, or corporate environment;
- proven track record in collections, A/R, credit risk assessment, and regulatory compliance within a Shared Services / GBS environment.
- technical skills: proficiency in SAP, strong skills in MS Excel and MS PowerPoint, advanced capability in financial statement analysis, familiarity with credit rating tools and financial assessment systems;
- language skills: English – C1 (fluent in daily professional interaction, including regular cooperation with UK-based stakeholders) & Polish – C1 (fluent written and spoken);
- soft & behavioral competencies: high cultural agility with a proven ability to collaborate effectively across international, diverse teams, strong leadership, coaching, and team development capability, excellent verbal and written communication skills across all organizational levels, high level of accountability, dependability, and ownership, strong negotiation and conflict-resolution skills, meticulous attention to detail and high analytical accuracy.