



PRODUCT & SERVICE MANAGER

RECRUITMENT



THIS IS HARD.

Don't apply if accountability makes you uncomfortable.
Don't apply if you want the title more than the challenge.
Don't apply if you prefer maintaining what exists over building what doesn't.
We're not looking for someone to manage a roadmap.

We're looking for someone who can turn strategy into products, services, systems and results.
The direction is set. The ambition is high. Getting there will require judgement, creativity, structure and execution – and the ability to bring people with you.

THE CHALLENGE

Klaveness is moving forward.
We want to enter new markets while continuing to understand, serve, and develop what we already have.
That means doing two things well at the same time: taking care of existing customers and their changing needs, while developing products and services for customers and markets we have yet to reach.
That balance is not easy.
Neither is this job.

WHAT YOU WILL OWN

You will own the development of new products, take strategic responsibility for the product portfolio, and drive the development of services and digital solutions.
You will work across product development, sales, production, marketing, IT, and our international operations.
And you will be part of the management team.
This is a role with real responsibility. Not responsibility on paper.

WHAT SUCCESS LOOKS LIKE

Within your first 12 months, we expect you to have:

- Started the development of new products aimed at new markets.
- Started the development and improvement of our existing ordering solutions.
- Built a strong product and service function around you.

We don't expect everything to be finished in a year.
We do expect things to move.

WHO WILL SUCCEED HERE

You need to understand markets – or know how to get close enough to them to learn quickly.
You need to communicate clearly and make other people want to move in the same direction.
You need the capacity to contribute yourself creatively, not simply manage the creativity of others.
And you need to be comfortable moving between ideas, decisions and execution.

WHAT WE EXPECT

This role requires relevant qualifications and a background that gives you the tools to take on the responsibility.

That could come from product management, product development, portfolio management, business development, digital solutions, project management, or similar work.

We encourage applications from people with a background in product design, service design, design thinking, or related disciplines—especially when combined with leadership experience or the ambition to lead. The ability to understand customer needs, challenge assumptions, and turn insights into practical solutions is highly relevant to this role. If you can combine that approach with commercial judgement, ownership, and the ability to bring people with you, we want to hear from you.

Your exact industry background matters less to us than your ability to understand markets, products, customers, and business. You should be comfortable working internationally, communicating in English and travelling when needed. Most importantly, you need to be curious, hands-on, and comfortable taking real ownership.

Got the right background? Take the challenge. Not ticking every box? We're more interested in your potential than a perfect match, and we're building a diverse team, so we welcome applications from all backgrounds.

YOU WON'T KNOW EVERYTHING

You shouldn't.

Klaveness has specialized products, customers, production processes, systems, and markets. Learning them takes time.

We will invest in getting you properly onboarded. You will work closely with experienced colleagues across the company and spend time understanding our customers, products, production, systems, markets, and ways of working.

You are not expected to arrive with all the answers.

You are expected to start asking better questions.

WHY KLAVENESS?

Because this is a real challenge.

Klaveness combines a long footwear tradition with international markets, specialized products, manufacturing, technology, and new business opportunities.

You will be close to the decisions.

You will see the consequences of those decisions.

And you will have the opportunity to make a visible difference.

If what you want is a large organization with every process already defined, there are easier places to work.

LOCATION

The right person matters more to us than the right postcode.

We are open to different working locations and arrangements and will prioritize finding the right candidate over insisting on a fixed location.

The role will still require presence, collaboration, and travel when the work demands it.

HOW TO APPLY

Send us your CV and a personal cover letter.

We don't need a polished essay.

We want to understand why this challenge interests you, how you think, and why you believe you should be the person taking it on. Make it yours.

We expect significant interest in this position and may therefore not be able to respond personally to every application. We hope you understand.

If we believe there could be a strong match, you will hear from us.

Apply here: recruitment@klaveness.no



DEADLINE?

Before someone else takes the challenge.

QUESTIONS?

We prefer applications to calls.

Consider that your first decision.



KLAVENESS