

Sthenos

🏠 [Sthenos](#) / [Head of Operations](#)

Head of Operations

Neo Psychiko, Attiki, Greece | General Management

About Sthenos AI

Sthenos AI is the artificial intelligence arm of **EFA Group**, a leading European ecosystem in Aerospace, Defense, Security, and High-Tech Industrial Cooperation, operating across 66+ countries.

Sthenos AI develops next-generation Command & Control (C2) systems, cyber defense platforms, computer vision, and autonomous solutions for the defense sector. As a growing company within an established Group, we combine startup agility with strong industrial backing.

We are looking for a **Head of Operations** to take ownership of the company's internal operations and support the next phase of growth.

The Role

The **Head of Operations** owns the **internal execution and operational coordination** of Sthenos AI.

This role ensures that the company functions smoothly on a daily basis, from internal processes and coordination to hiring logistics and follow-through on leadership decisions.

This is a **senior, hands-on role**. At our current size, operational ownership includes both **designing processes** and **personally ensuring they run**, including handling practical tasks where needed. Over time, and as the company scales, the scope of the role may broaden into a more strategic coordination position as Chief of Staff, supporting the CEO across wider organisational priorities.

Key Responsibilities

Operations Ownership

- Own and manage the company's internal operational workflows
- Ensure day-to-day execution across teams runs smoothly
- Track priorities, decisions, and follow-ups
- Organise internal meetings and ensure actions are completed

Hiring & People Operations

- **Own the operational coordination of recruitment and hiring processes**
- Ensure fast, professional candidate experience
- Prepare onboarding steps and coordination with HR

Coordination with Group Functions

- Act as the operational interface with EFA Group shared services (HR, Legal, Finance, Marketing)
- Coordinate requests, timelines, documentation, and follow-ups
- Ensure administrative, contractual, and compliance matters move forward efficiently

CEO Support

- Prepare operational summaries, materials, and follow-ups
- Ensure leadership decisions are communicated and executed
- Support specific initiatives assigned by the CEO

What We're Looking For

Experience

- 5–10 years of experience in operations, business management, or similar roles
- Experience in a technology, defense, aerospace, or industrial environment is a strong advantage
- Experience in startups or scale-ups is highly valued

Skills

- Strong organisational and execution skills
- Ability to bring structure and clarity to complex environments
- Excellent communication skills in **Greek and English**
- Comfortable working with senior stakeholders and cross-functional teams
- Familiarity with project management and collaboration tools (e.g. Notion, Asana, Jira)

Mindset

- Hands-on, proactive, and solution-oriented
- Comfortable taking ownership and following through
- Trustworthy and discreet

- Pragmatic, adaptable, and execution-focused

What We Offer

- A high-impact operational role in a fast-growing AI company
- Direct collaboration with the CEO and EFA Group leadership
- Exposure to cutting-edge defense and AI programs
- Competitive compensation and benefits
- A professional environment combining startup energy with strong industrial backing

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