



Paradigm Publishing Services is the publishing services division of De Gruyter Brill, a leading publisher in the humanities and beyond with a heritage going back to 1683. Paradigm focuses on supporting smaller publishers, societies, and university presses to ensure their digital visibility, financial sustainability, independence, and success.

For more information, visit [paradigmpublishingservices.com](https://paradigmpublishingservices.com)

# Communications Manager (m/f/d)

**Global |Full-Time |Jan 5, 2026**

In this role, you will help determine and execute Paradigm's internal and external communication, ensuring a memorable, unified story for your colleagues, our customers and our partners.

## Your tasks

- Drive the development and execution of our internal and external communications in line with our mission, vision and values
- Manage internal communications and ensure that colleagues are well-informed, milestones and special occasions are celebrated, and a spirit of engagement is developed
- Craft and distribute announcements and narratives to external stakeholders via all possible appropriate channels
- As a key member of the Marketing & Communications team contribute significantly to strengthen Paradigm's brand and underpin its commercial strategy
- Reports to the EVP Marketing & Communications

## Your profile

- 2-4 years of communications, marketing communications or journalistic experience
- Proven experience of crafting interesting, succinct and captivating messages and stories
- Affinity with higher education, science, learning and knowledge
- Outstanding writing, editing and presentation skills, native English speaker preferred, other languages (especially German and/or Polish a plus)
- High cultural and emotional intelligence, ideally tuned by experience abroad
- Demonstrated ability to take initiative, pay attention to detail and pitch in when required
- Desire to develop and master the craft

- Ability to work across teams and hierarchies and to think and act quickly

## We offer you

- An exciting professional challenge for one of the innovation drivers of the publishing industry
- Family-friendly working time models, flexitime, and flexible home office arrangements to support a healthy work-life balance, alongside a substantial vacation allowance and additional special leave days
- Extensive benefits and allowances for a healthy, balanced life
- Development budget and opportunities for training and personal development
- Passionate colleagues in diverse, international teams; joint team events and company parties
- Salary: 49.000 - 55.000 euro annually including bonus

At De Gruyter Brill, we are dedicated to diversity, equal opportunity, and building an inclusive culture where everyone belongs. We believe in individual potential, so please apply even if you don't meet every requirement—passion and a willingness to learn matter as much as qualifications. We look forward to hearing from you!

**Vontavia Smith**  
**People + Culture**  
**857-303-0165**

Apply Now!

