



Marlon Horner

TECH ARCHITECT • AUTOMATION AND AI SPECIALIST • BUSINESS-DRIVEN PROBLEM SOLVER

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Recruitment Department

18. Juli, 2025

AOZ
EGGBÜHLSTRASSE 15
ZÜRICH
CH

Application for Teamleiter*in Betreuung 80-100%, Stadt Zürich

Dear Sir or Madam,

About me

I bring a unique blend of technical expertise and leadership experience to social care settings. Having built and led cross-functional teams while implementing complex digital transformations, I excel at creating structured, efficient operations that empower people to focus on what matters most. My approach combines systematic problem-solving with genuine empathy – essential when supporting vulnerable young people navigating challenging life transitions.

What appeals to me about this role

AOZ's commitment to supporting unaccompanied minor refugees aligns with my drive to create meaningful impact through structured, scalable solutions. Your focus on fostering independence and social integration for young people from diverse backgrounds resonates with my experience building inclusive, high-performing teams. The dynamic, intercultural environment at AOZ offers the perfect setting to apply my leadership skills where they can make a real difference.

Why me?

My track record demonstrates exactly what this role requires: leading teams of 10+ people through complex operational challenges while maintaining quality standards. I've successfully managed multi-stakeholder environments, from coordinating with authorities to implementing compliance processes – skills directly transferable to collaborating with social, educational, and health institutions. My experience automating workflows and optimizing processes means I can ensure smooth operations while the team focuses on youth support. Combined with my proven resilience in high-pressure situations and ability to adapt quickly to changing requirements, I bring both the operational excellence and human-centered leadership this position demands.

Sincerely,

Marlon Horner

Attachment: Cover Letter