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## Transformation Expert

BRUSSELS

### External Description

## Goal

bpostgroup is Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner in Europe, North-America and Asia. Our 36,000 employees in Belgium and across the globe connect consumers, businesses and government, by delivering mail and parcels to millions of doorsteps and providing e-commerce logistics services.

Under the leadership of our Group CEO, Chris Peeters, and our Executive Committee, the company has defined an ambitious company-wide transformation program. The new Group Transformation Office, under the leadership of our Group Transformation Officer, Nicolas Baise, is being set-up to support the design and delivery of this transformation program.

We are building a team of experienced transformation professionals. The Transformation Expert plays an essential role in managing and supporting transformation programs to deliver change and impact in a sustainable way.

## Is this mission for you?

The Transformation Manager is part of the Group Transformation Office, that designs, drives and support the delivery of our company-wide transformation program. This transformation program covers all our business entities and functions, through transformation initiatives cutting across multiple areas: development of new business offerings, post-merger integration, operational excellence and quality, large scale digitalization and process redesign, customer-centricity and agile organizational transformation, etc.

He/she is flexibly assigned to manage one or more transformation programs typically on rotations for a period of ~6-18 months:

- Launching cross-functional initiatives with key business stakeholders in the organization and liaising with the Transformation Manager(s) / Officer(s) to

execute the Transformation program(s);

- Performing detailed analyses and content work together with key business stakeholders to drive the transformation program;
- Monitoring and reporting on progress of Transformation program(s) to the management;
- Challenging & reviewing the implementation of the transformation initiatives and providing inputs when necessary;
- Identifying roadblocks & issues and resolving them in an appropriate manner or escalating them to the management;
- Interacting with internal high-profile stakeholders and ensuring smooth collaboration with stakeholders in the business (BU units, functional units).

## Your Profile

In your role of Transformation Expert, you are an experienced strategic and change expert who combines analytical skills with a pragmatic, polyvalent and agile approach. In addition, we would like to highlight the following qualifications:

- Master degree
- 2 to 5 years of experience in large-scale program management, ideally in a strategy consulting firm and/or similar corporate transformation role
- Strong problem-solving and data-driven decision-making approach;
- Collaborative mindset and relationship builder: ability to work across entities and levels in the organization, build trusted relationships and credibility with operational business teams as well as top management
- Entrepreneurial mindset / can do attitude: you do not think in terms of problems, but in terms of creative, flexible and sustainable solutions. Able to work under pressure.
- Excellent communicator, who can connect with both operational business teams and top management - both written and orally
- Fluent in Dutch, French and English

## Why bpost?

Like many other companies, we offer a monthly salary (with an end-of-year bonus and double holiday pay) as well as an attractive benefits package, including meal vouchers, a company car, hospitalization insurance, group insurance, variable bonus, 20 days statutory leave plus 7 extra days offered by bpost and benefits from more than 100 partners.

This is what distinguishes us from the others:

- You benefit from a great deal of autonomy and flexibility that we concretize, among other things, through our home-working policy.
- Thanks to the many training programmes and career opportunities with one of Belgium's largest employers, you will be on a huge growth path.
- The decisions are made here in Belgium. At the same time, you are part of an international story, thanks to our many activities in Europe, the United States and Asia.
- You are joining a company that is in the midst of change. This does create a certain complexity, but above all it creates a lot of challenges and innovative projects.
- The bpost atmosphere, collegiality and friendly culture are unique. And we'll prove it.
- You can concentrate 100% on your work, while being optimally supported by all our internal departments.

As an international provider of parcel logistics and e-commerce services, we create real links between millions of people, companies and communities. Our team of more than 34,000 employees is our greatest asset in this history. Thanks to them, we continue to play a key role in our ever-changing society.