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## Strategy & Transformation Director

BRUSSELS

### External Description

bpostgroup strives to create an inclusive environment with challenging projects and inspiring collaborations. With our employees at the heart of our organization, we don't believe in jobs, we believe in careers. We're now looking for a **Strategy & Transformation Director** who will make us move.

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.

With a bold transformation agenda, under the leadership of Group CEO Chris Peeters and Executive Committee, bpostgroup is creating a company-wide transformation program. This is supported by the Group Transformation Office. We're now seeking a **Strategy & Transformation Director** to drive impactful transformation across our business.

**Your mission :** As the **Strategy & Transformation Director**, you will play a pivotal role within the Group Transformation Office. Reporting directly to the Group CEO Chris Peeters, you will be responsible for shaping and executing a wide-reaching transformation program that spans all of bpostgroup's business entities and functions.

Your focus will be on leading initiatives that drive digitalization, operational excellence, customer-centricity, agile transformation, post-merger integration, and the development of new business offerings.

In this role, you will engage with C-levels and key stakeholders, ensuring the successful delivery of transformation programs, mitigating risks, and fostering collaboration across the organization. As the primary point of contact for transformation initiatives, you will help build and monitor comprehensive initiative portfolios, aligning them with business objectives and delivering measurable value to the company.

### Key Responsibilities:

#### 1. Program Leadership & Execution:

- Lead the design, structure, and execution of strategic transformation initiatives, ensuring alignment with organizational goals.
- Collaborate closely with senior business leaders and stakeholders to drive successful implementation of transformation programs.

- Hold accountability for the outcomes of transformation programs alongside the business sponsors.
  - Lead and participate in transformation steering committees, providing expert insights and progress reports.
- 2. Stakeholder Management & Collaboration:**
- Build and nurture strong relationships with key stakeholders across the organization, ensuring alignment and effective collaboration.
  - Engage cross-functional teams to develop a comprehensive portfolio of transformation initiatives, fostering cohesion across various business units.
  - Act as a bridge between operational teams and top management, ensuring effective communication of transformation objectives and progress.
- 3. Monitoring, Reporting & KPIs:**
- Oversee the progress of transformation initiatives, including budget, benefits, timeline, and quality.
  - Provide transparency and regular updates to management and the Group Executive Committee on program progress.
- 4. Change Management & Organizational Impact:**
- Develop and support change management programs to ensure smooth adoption of transformation initiatives within the organization.
  - Work closely with functional and business heads to address any changes impacting their teams and drive organizational alignment.
  - Develop, coach, and mentor transformation experts and associates, ensuring a high level of capability and engagement across the program team.

### Your Profile:

- **Experience:** You are an experienced strategic leader with a strong background in program management, ideally gained from strategy consulting or a similar corporate transformation role and have a proven track record of driving business transformation.
- **Skills:** Strong analytical skills combined with a pragmatic, flexible, and agile approach. A collaborative mindset and the ability to build relationships at all levels of the organization. You are adept at problem-solving, making data-driven decisions, and thinking creatively to provide sustainable solutions.
- **Communication:** Excellent communication skills, both verbal and written, with the ability to engage with both operational teams and senior management.
- **Leadership:** You have demonstrated experience in coaching, mentoring, and developing talent within your teams. Your entrepreneurial mindset and proactive attitude help you thrive in challenging situations.
- **Languages:** Fluent in Dutch, French, and English, enabling you to work seamlessly across our diverse teams and locations.

### Qualifications:

- Master's degree
- Strong experience in leading complex transformation programs and initiatives, with a focus on delivering impactful change.

If you are passionate about driving large-scale transformation, have a proven ability to work across business functions, and thrive in dynamic environments, bpostgroup offers a career that will empower you to make a meaningful impact. Join us to lead and shape the future of our organization.

## **Our offer:**

Like a long-awaited parcel, we want to make you feel welcome and valued. Our offer includes:

- Competitive monthly salary
- Meal vouchers
- Hospitalization-, group- and disability insurances
- A phone subscription and company car
- 20 days of statutory leave and 7 additional extralegal days off
- An end-of-year and performance-based bonus and double holiday pay
- Many benefits from more than 100 bpost-partners

## **Why bpostgroup?**

bpostgroup is Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner globally. With a **focus on social and environmental sustainability**, we aim to be a trusted guide in a changing world. As our newest team member you will:

- Become part of the **bpostgroup family** with a unique atmosphere and culture.
- Enjoy a **dynamic work environment** with a hybrid model allowing for flexibility.
- Have access to **continuous learning and development** opportunities.
- Have a direct **impact on decision-making** in an international success story.
- Thrive in a **leadership culture** centered on visioning, sense making, innovation, and relating, empowering you to lead effectively in our forward-thinking organization.

#bpostgroup #LI-VD1

**Find out more** about bpostgroup

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