



Change Manager

BRUSSELS

External Description

Change Manager

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 change manager who will make us move.

Your mission:

Are you ready to become a catalyst for transformation? Join our team and guide the 'people side' of change to achieve successful transitions. Your mission is to support and lead dynamic change initiatives, working alongside a team of passionate Change Managers. Together, we'll navigate and implement impactful changes across various departments including Operations, Commercial, Channels & Banking, HR, and Finance.

- Steer Key Initiatives:** Take the reins on major projects such as new technology rollouts, process enhancements, and cultural shifts.
- Craft Change Strategies:** Develop comprehensive change management plans that include stakeholder analysis, communication strategies, training programs, and resistance management tactics.
- Collaborate Across Teams:** Work closely with project teams and cross-functional stakeholders to align change management activities with project goals and timelines.
- Champion Change:** Be the voice of change, fostering awareness and understanding of why change is necessary and the benefits it brings.
- Measure Success:** Monitor and evaluate the effectiveness of change management efforts, gather feedback, and adjust strategies as needed to ensure successful outcomes.
- Coach Leaders:** Provide guidance and support to leaders and managers to help them steer their teams through change effectively.

Your profile:

We value a positive mindset and a 'can-do attitude'. If you're curious, empowered, and a role model who enjoys giving and receiving constructive feedback, you'll fit right in. Our team thrives on learning and success, and we're looking for someone who shares this passion.

- Educational Background:** A Master's degree in business management, organizational psychology, or a related field.
- Expertise:** A solid understanding of change management principles, methodologies, and best practices.

- ✘ **Communication Skills:** Exceptional ability to communicate and engage with stakeholders at all levels.
- ✘ **Problem-Solving Abilities:** Strong strategic thinking, problem-solving, and decision-making skills, with the foresight to anticipate and mitigate risks.
- ✘ **Experience:** Proven experience in change management roles with a history of successfully leading change initiatives in complex environments.
- ✘ **Certification:** Certification such as Prosci or a similar change management credential.

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.

Find out more [about bpostgroup](#)

No match?

[Explore other exciting job opportunities with us.](#)

More info?

Feel free to reach out to virginie.quivrin@bpost.be