

## Transformation Programme Manager

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Company: dentsu

Location: London

Category: other-general

The purpose of this role is to lead and be accountable for the successful delivery of defined set of interdependent projects and the associated business change activities and outcomes.

### **Job Title:**

Transformation Programme Manager

### **Job Description:**

#### **KEY ACCOUNTABILITIES**

Defines, agrees, and cascades programme vision and translate into delivery objectives for the team. Leads the programme to deliver the business case benefits, desired capabilities and outcomes.

. Designs, develops, and manages the programme team as well as appointment of project managers and key resources required for programme project teams. Identifies, addresses, and resolves differences between individuals, interest groups and/or project teams.

Clearly team, project and key stakeholder roles and responsibilities; develops capability and fosters innovation; empowers and inspires others to ultimate desired

Works with project managers, change managers and business benefit owners set out in business case.

. Designs, agrees, and implements the programme governance and proactively monitor and report on its overall progress through the governance framework.

Maintains overall to support each project. Plans and engages programme project assurance activities.

. Designs, consolidates, aligns and documents the fundamental components of programmes (vision, scope, success criteria, outcomes, schedules, resource requirements, budgets, risks, opportunities and issues and quality requirements). Establishes, and implements where necessary, protocols to change the scope of programmes and update of configuration documents as required. Sets both programme and related project controls and be accountable for performance.

, engages fully with requisite assurance and respond to recommendations.

. Maps programme dependencies and identifies owners, builds dependency management into the programme's governance cycle. Works with project managers and business leads to ensure dependencies are actively managed, acts as an arbiter and enforcer and resolve issues between the various elements of the programme.

Identifies and secures the provision of resources needed for overall programme and related projects from internal and/or external providers, including agreement of contracts (within delegated financial authority limits) for the provision of goods and/or services, monitoring compliance and managing.

(other than finance) needed for programme, aligned to taking account of availabilities and scheduling variances.

. Identifies and manages pertinent programme stakeholder relationships (taking account of their levels of influence and particular interests), communications and need for senior level support.

with programme projects, wider transformation portfolio management and organisation communications.

as appropriate. Proactively Identifies, addresses and seeks to resolve differences between individuals and/or interest groups

. Identifies and monitors programme risks (threats and opportunities) and issues. Develops mitigating actions and escalates as appropriate. Works with programme projects to ensure consistency and rigour in the application of good practice risk management as well as identification and management of related interdependencies.

## **ROLE SPECIFICATIONS:**

Minimum experience of 8+ years with relevant track record operating within large, complex global organisations, with experience Shared Services and transformation aimed at process optimisation and operational excellence through systems and control frameworks including staffing, controls, and financial/budgetary aspects.

Experience working within Finance Services/GBS organisation, and ideally an in-market role.

Demonstrates leadership maturity and a strong ability to collaborate with multiple levels of the business and functional leaders to streamline processes and work towards the resolution of challenges, constraints, and roadblocks and leading innovation across operations.

Can do attitude and ability to work effectively in a matrix organisation structure with significant emphasis on collaboration, influence, and persuasion.

Resilient and an ability to navigate through complexity and large amounts of change.

Excellent communication skills with the ability to present complex concepts, risks, and strategies to senior management in business terms, while being able to discuss detailed technical aspects with internal and external stakeholders.

Experience in working in a people management role - Leading a team successfully to deliver business objectives.

Strong working knowledge of change management with significant experience in understanding organisation design to manage active stakeholder management, engagement and communication is required.

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