

# Matas Group is looking for a 'Head of Green Deal transformation' with flair for program management, finance & ESG

For our Commercial Excellence team, we are looking for a strong profile to head up our Green Deal program across Matas Group. You have a strong program management tool box, analytical skillset and a natural interest for ESG.

Over the past years, Matas Group has undergone a radical digital transformation, which places new demands on the type of skills we want to recruit. Matas Group is today a fully integrated omnichannel company with more than 25% of revenue in the pure digital channels, but we have great ambitions to create even better and innovative user experiences both in the individual channels and across.

Joining Matas Group you will be a part of a dynamic and ambitious workplace with engaged and competent colleagues.

You will become part of Commercial Excellence, which is a strong Nordic team of approximately 40 people divided into Pricing and Promotion, Macro & Micro Space, Assortment and PLC Management, Master Data, and Reporting & Analytics. In your daily work, you will have a wide network and collaborate across different teams and departments within the organization.

## Your main responsibilities:

- **Scope clarification:** Understanding the scope of new Green Deal legislation impacting us from the EU, including impact, gap, and risk analysis and converting legislation into concrete data requirements & tasks.
- **Strategy:** Developing our strategic approach and policies for compliance, including linking to ESG strategy and commercial strategy (assortment and supplier strategy).
- **Planning:** Developing an overall plan for the implementation of Green Deal initiatives. This includes identifying goals, setting milestones, and developing an action plan.
- **Program management:** Managing and coordinating the execution of various projects and activities that are part of the Green Deal program. This includes ensuring that projects are executed according to plan, monitoring progress, and addressing any challenges or risks – including leading cross-functional steering and working groups.
- **Stakeholder management:** Establishing and maintaining good relationships with relevant stakeholders including: Ensuring broad support for the Green Deal internally in the Matas Group. Onboarding and managing consultants who will support us in the scoping phase and selected parts of the execution. Establishing collaboration with the industry (including forums with other retailers, suppliers, Danish Business reference groups, etc.).
- **Monitoring and evaluation:** Monitoring and evaluating the progress of the Green Deal program to ensure that goals are achieved. This includes collecting and analyzing data, identifying successes and areas for improvement, and adjusting as needed.
- **Resource allocation:** Ensuring that the necessary resources, including financing and technology, are available to effectively implement the Green Deal program. This includes budgeting, planning resource needs, and ensuring efficient resource allocation.
- **Communication and reporting:** Communicating and reporting on the progress and results of the Green Deal program to various stakeholders. This includes preparing reports, presenting results, and ensuring clear and effective communication about the initiatives.
- **Developing long-term organizational set-up,** including Ways of Working and Roles & Responsibilities for the Green Deal. This also includes developing a set-up for the full Group, including handling legislation at Nordic level and managing affiliates (Firtal, WA, Grænn).

## Your profile:

- **Project management:** Strong project/program management tool box & experience

- **Stakeholder management:** Strong track-record in collaborating and effectively communicating with various stakeholders, including businesses, governments, NGOs and society.
- **Analytical & technical skills:** Strong analytical skill set and the ability to utilize automation & IT system to support processes & analysis is important. The ability to analyze data, identify trends, and make informed decisions is important for evaluating and improving green initiatives.
- **Communication skills:** Strong communication skills, including the ability to break-down complex material and communicate in a simple & clear way to stakeholders a various levels.
- **Positive personality:** Strong drive and positive and outgoing nature.
- A plus but not a requirement: Political understanding: Since green initiatives are often influenced by political decisions, it is relevant for a program manager to have a good understanding of political processes and regulations. Sustainability expertise: Understanding sustainability principles and practices to effectively lead and implement green initiatives.

#### **Background:**

- Former management consultant or industry professional with +5-7 years of experience .
- Educational background within Master of science in business, economics or political science
- Experience in driving large cross-functional programs in areas such as Finance, ESG & Commercial.

#### **What's in it for you?**

Here at Matas Group, our purpose is ...**for beautiful lives**, being your true companion throughout all stages of life. We are guided by our 3 core values: Results, Relations, & You and you'll find that you are welcomed as the person you are, supporting you on your personal and professional journey and together we create the best place to grow.

Your day-to-day benefits include:

- Flexible working hours with the possibility of working from home or from our office in Købmagergade, Copenhagen. Most of the time, however, you will be working from our HQ in Allerød.
- A culture based on collaboration, an open mindset and the willingness to challenge status quo.
- Opportunities for professional and personal development.
- Opportunity to work at a Nordic level across four Nordic markets. In that case travel days should be expected.

#### **Do you want to learn more?**

If you have questions or would like to know more about this position, please contact SVP Commercial Excellence, Pernille Dalgaard, [pda@matas.dk](mailto:pda@matas.dk)

If this job sounds appealing, please send your resume by clicking "Apply". We look forward to hearing from you.