

# Matas Group is looking for a Quality & Regulatory Affairs Manager – Cosmetics (Parental Leave Cover)

Are you passionate about cosmetics, product compliance and working closely with the business to bring great products to market?

At Matas Group, we are looking for an experienced **Quality & Regulatory Affairs Manager** to help ensure strong regulatory compliance across our cosmetic portfolio in the Nordics.

We are looking for a hands-on regulatory professional who is comfortable taking ownership and delivering value from day one.

This is a parental leave cover, but with the opportunity to make a real impact from the first day.

## **The role**

In this role, you will play a key role in ensuring that regulatory compliance supports innovation, product development and commercial priorities. You will take ownership of regulatory compliance and product quality for our In-House cosmetic brands across Matas and KICKS and act as a key regulatory partner to the business on matters related to third-party brands.

You will work closely with colleagues across In-House Brands, Category Management, Marketing, Customer Success and Supply/Logistics, helping ensure that commercial ambitions and regulatory requirements go hand in hand.

You will work with a broad cosmetic portfolio across the Nordic markets and contribute to strengthening regulatory processes across Matas and KICKS

This role includes dialogue with Nordic authorities and offers the opportunity to contribute to how we develop and strengthen compliance processes across our cosmetic portfolio.

The position is based at our head office in Allerød, north of Copenhagen, and includes regular travel to our KICKS office in Stockholm.

## **Your Team & Organization**

You will join our Group Regulatory team, which consists of six regulatory specialists working across Matas and KICKS in the Nordics. In addition to this role, the regulatory department includes five colleagues with expertise within food, food supplements and medicinal products, creating a strong interdisciplinary regulatory environment.

The team is anchored in Group Legal and works closely with the business across the organization.

## **Your key responsibilities**

- Ensure regulatory compliance and quality of In-House cosmetic products
- Review documentation such as ingredient lists, safety documentation and test results
- Support commercial teams with regulatory guidance when sourcing external brands
- Ensure supplier documentation meets regulatory and internal requirements
- Develop and improve processes within compliance and quality
- Investigate potential quality issues together with suppliers
- Maintain dialogue with Nordic authorities when necessary and serve as the main point of contact

## **Your background**

You likely bring:

- A degree in chemistry, chemical engineering, biology or a related field
- Experience within regulatory affairs, product compliance or quality in cosmetics
- Strong analytical skills combined with a pragmatic mindset
- The ability to work independently with a proactive approach while collaborating closely across the organization
- Strong communication skills and the ability to translate regulatory requirements into practical solutions
- Languages: Danish or Swedish and English are required.

## **What we offer**

- A collaborative Nordic work environment with engaged and ambitious colleagues
- A role with high professional responsibility and strong business interaction
- Flexibility, including 1–2 remote workdays per week
- Opportunities for professional development
- Salary based on experience and qualifications
- Pension scheme and health insurance

- Access to workplace massage
- A great canteen offering breakfast and lunch

#### **Why join Matas Group?**

You will join a Nordic team with strong ambitions within product compliance and product quality. This role offers a unique opportunity to work closely with the business and contribute to the continued development of our cosmetic portfolio across Matas and KICKS.

At Matas Group, we combine commercial ambition with strong values, sustainability commitments and a genuine passion for creating the best beauty and well-being experience for our customers.

#### **Next step**

If you would like to join our journey and become part of one of Denmark's most well-known retail companies, please submit your application via the link on this page.

For further information about the position, please contact Head of Regulatory Annika Lund at +45 4214 8408.

We are looking for a new colleague to start on 1 June. Interviews will be conducted on an ongoing basis, so we encourage you to apply as soon as possible.

We look forward to hearing from you.