

Matas Group, VP Category & Sourcing - Makeup & Fragrance

Shape the future of Makeup & Fragrance across the Nordics

This is one of the most influential commercial leadership roles in Nordic beauty. As VP Category & Sourcing – Makeup & Fragrance, you will lead some of our most important beauty categories across four Nordic markets, with significant commercial responsibility and the opportunity to optimize, professionalize and raise the bar.

With responsibility for Makeup & Fragrance across Denmark, Sweden, Norway and Finland, and as a member of our Commercial Leadership Team, you will play a key role in setting the direction, challenging how we work and shaping the future of these categories across Matas Group. A key focus will be to identify and unlock synergies across our Nordic markets, while building a strong understanding of our consumers and translating those insights into commercial opportunities.

Turn our Nordic scale into commercial impact

As VP Category & Sourcing – Makeup & Fragrance, you will be responsible for leading the category and sourcing agenda in Makeup & Fragrance. This includes leading and developing an organization of >15 employees, with five direct reports, and work closely with senior stakeholders across the business.

This is a senior role requiring strong commercial perspective and the drive to turn strategy into measurable results. This is a role with significant scope to challenge existing ways of working, set direction, and leave your mark on how we operate. You will develop the way we work across markets, establish stronger processes and structures, and ensure that our commercial organization gets the most from its scale and position in Nordic beauty. The key responsibilities and tasks will include:

- Own and drive the Nordic commercial agenda for Makeup & Fragrance across Denmark, Sweden, Norway and Finland.
- Drive commercial performance and identify opportunities to optimize the categories and ways of working across markets.
- Lead strategic international supplier negotiations and build strong, value-creating relationships with key brand partners.
- Strengthening processes, governance and the commercial annual cycle to create greater consistency and effectiveness.
- Drive process optimization and automation, using AI to streamline commercial workflows, reduce manual work and strengthen decision-making across categories and sourcing activities.
- Collaborate across markets and functions and contribute actively as a member of the Commercial Leadership Team.

A senior commercial leader with consumer experience

We are looking for a senior commercial leader with experience from consumer business, preferably beauty, and a proven track record of delivering strong business results in complex organizations. You combine strategic perspective with strong execution power and know when to take a broader perspective and when to get close to the commercial agenda. Furthermore, you bring:

- Experience leading large P&Ls with ambitious growth targets.
- Deep expertise within category management, sourcing, commercial optimization, or comparable commercial areas.
- A strong track record of building and developing high-performing teams, setting clear direction, and successfully leading through others.

- Strong stakeholder management skills, enabling you to influence, collaborate, and create alignment across functions, senior stakeholders, and markets.

As a person, you bring strong drive, commercial judgement, and a high degree of ownership. You are comfortable creating directions in an organization that is developing, constructively challenging existing ways of working, and turning opportunities into measurable results. At the same time, you recognize that sustainable commercial performance is built through strong leadership, collaboration, and relationships.

We invest in you

At Matas Group, our purpose is ...for beautiful lives, being your true companion throughout all stages of life. When you thrive personally, you shine professionally. That's why we actively invest in mental health, employee growth, leadership development, and a flexible and inspiring workplace where you feel safe, supported, and empowered. With us, you will work alongside kind and supportive colleagues who dare to be bold and pursue ambitious goals with determination and accountability – without compromising the relationships with our customers, partners, or each other.