

# Join Matas Group as Promotions Strategy & Excellence Manager (12-18 months)

## Shape how Matas Group creates and executes promotions across the Nordics

Are you early in your career and looking for a role where you can create visible impact from day one? At Matas Group, we're looking for an ambitious Promotions Strategy & Excellence Manager to help transform how we develop, plan, and execute promotions across some of the strongest beauty and wellbeing brands in the Nordics.

In this role, you will help shape Matas Group's promotions strategy while improving how promotions are planned, executed, and scaled across the organization. Working at the intersection of commercial strategy, customer value proposition, AI, and operational excellence, you will help create value for customers while driving commercial performance.

### Why this role is different

Most early-career roles focus on one part of the business. This role offers exposure across the entire commercial engine, giving you the opportunity to shape how promotions are developed and executed across Matas Group. You will work closely with Commercial, Campaign, and CRM teams to strengthen the customer offering, improve promotional performance, and drive commercial impact.

As Promotions Strategy & Excellence Manager, you will help build a more effective and scalable promotions operating model while partnering with senior stakeholders to improve ways of working, strengthen cross-functional collaboration, and introduce AI-powered solutions that make the business faster, smarter, and more effective.

This is not a traditional project management role. You will lead initiatives that enhance promotional performance, redesign critical processes, and support Matas Group's commercial transformation agenda.

Your key responsibilities include:

- Helping shape the future promotions strategy and promotional offering
- Partnering with Campaign, CRM, and Commercial teams to develop stronger and more effective promotional concepts and mechanics
- Driving initiatives that improve how promotions are planned, coordinated, and executed across the organisation
- Identifying inefficiencies, bottlenecks, and manual processes and redesigning workflows to improve effectiveness
- Applying AI tools and automation to eliminate manual work, improve planning, and support better decision-making
- Leading cross-functional projects from idea to implementation
- Helping ensure campaigns are both operationally efficient and commercially impactful

Success in the role will be reflected through stronger promotional concepts, improved collaboration across teams, increased operational efficiency, and better customer and commercial outcomes

### Bring structure, curiosity, and a drive to make things happen

We are looking for someone with strong problem-solving capabilities, high drive, and a genuine motivation to create impact. You have:

- 1-4 years of experience from a top-tier consulting firm, strategy team, commercial excellence function, transformation team, or a similar high-performance environment
- Experience managing projects involving multiple stakeholders
- Strong analytical and structured thinking skills
- The ability to translate complex challenges into practical solutions
- Experience using AI tools and automation to improve workflows, decision-making, or business processes, or a strong interest in building these capabilities
- Excellent communication and stakeholder management skills
- A hands-on mindset and willingness to move between strategy and execution

As a person, you are proactive, ambitious, and intellectually curious. You enjoy taking ownership, learning quickly, and creating structure in complex environments. You thrive in situations where priorities evolve, and you are motivated by turning ideas into tangible results through collaboration and execution.

### 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.

If you're excited by the role but unsure whether your profile is a perfect match, we'd still love to hear from you. Feel free to reach out directly to Emilie McFall at [emmc@matas.dk](mailto:emmc@matas.dk) for an informal conversation about the role and what it's like to work at Matas Group. We review applications on an ongoing basis and encourage interested candidates to apply as soon as possible.