

Matas Group - Senior Transformation Associate

Work at the intersection of strategy, transformation & operating model design

Matas Group is on an exciting journey towards becoming the leading beauty and well-being player across the Nordics. As part of this journey, we are bringing Matas and KICKS closer together as one Nordic Group, evolving how we organise, collaborate, and operate across functions and markets.

We are looking for a Senior Transformation Associate to join the Organisational Transformation team and play an active role in shaping and driving this transformation.

Working at the intersection of strategy, operating model design, organisational effectiveness, and transformation execution, you will help bridge strategy and execution – turning strategic ambitions into tangible organisational change and helping drive implementation across the Group.

We are looking for someone with strong problem-solving toolbox, excellent stakeholder and facilitation skills, and a genuine interest in organisational transformation. You should be comfortable navigating complex and ambiguous topics, bringing structure and clarity, and engaging stakeholders across functions and markets to develop pragmatic solutions and drive progress.

The role suits someone who combines structured thinking with a pragmatic and hands-on approach. Just as important, we are looking for strong personal drive, positive energy, and a collaborative mindset – someone who builds trust, takes ownership, and creates momentum across different parts and levels of the organisation.

Key responsibilities

- Translate operating model principles into practical ways of working, including processes, roles and responsibilities, governance, decision rights, and cross-functional interfaces
- Drive and facilitate cross-functional working sessions and workshops, helping teams align solutions and move from discussion to decisions and implementation
- Support leaders and teams in adopting new ways of working and turning organisational changes into day-to-day practices
- Structure complex transformation topics, identify key issues and dependencies, and develop pragmatic solutions together with the business
- Drive implementation planning and follow-up, including milestones, dependencies, risks, and progress across transformation initiatives
- Develop clear decision materials, recommendations, and communication for senior stakeholders
- Work closely with Group functions and Nordic markets to ensure solutions balance Group-wide consistency and scale with relevant local needs

What we are looking for

- 3-5 years of experience with operating models, organisational transformation, and implementation
- Strong problem-solving toolbox and the ability to bring structure and clarity to complex topics e.g. from experience in top-tier consultancy
- Strong facilitation and stakeholder-management skills, with the confidence to work with senior leaders and cross-functional teams
- Ability to translate high-level organisational designs and principles into practical and implementable ways of working
- A pragmatic and hands-on mindset with a strong drive to move from analysis and discussion to action
- Structured communicator with the ability to simplify complexity and communicate clearly to different audiences

- Strong interest in AI and an AI-first mindset, with curiosity about how AI and emerging technologies can improve organisational effectiveness, decision making, and ways of working. Experience with AI tools (e.g., n8n) is an advantage, but not a prerequisite.
- Strong personal drive, positive energy, and a collaborative style
- Ability to build strong relationships across the organisation

What we offer

- A central role in Matas Group's key transformations and the opportunity to help shape how we operate as one Nordic Group across four markets
- The opportunity to work closely with senior leaders across Group functions and Nordic markets
- The opportunity to see your work translate directly into new ways of working and tangible business impact
- A collaborative and high-energy team
- A fun, ambitious environment with a high bar for quality and delivery and a large amount of responsibility early on

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.

Practical details

- **Location:** Stockholm, Sweden or Allerød, Denmark – with flexibility to work from our Copenhagen hub/WFH
- **Start date:** January 1, 2027 or as soon as possible
- **Application deadline:** 8 November 2026 (interviews will be conducted on a rolling basis—early applications are encouraged)