

Matas Group is looking for a Process & Operations Lead

Lead people, improve processes and build smarter ways of working across Matas Group

We are looking for a Process & Operations Lead to join our Category Operations team.

The team is part of Category & Merchandising, and the role will focus on improving processes within the team and across Category & Merchandising, as well as leading the coordinating teams working with them.

You will combine people leadership with hands-on process improvement. You will create clear priorities and direction for your teams, understand where complexity and manual work exist, and turn this into simpler and more efficient ways of working.

AI and automation are already part of how we work at Matas Group, and we have an ambition to be a leading company in applying these technologies to create smarter, more efficient ways of working. We are looking for someone who is curious about the area and has already successfully applied these tools in practice.

What you will work with

- Take end-to-end responsibility for the performance and development of assigned processes.
- Lead and develop coordinating teams and create clear priorities, structure and direction.
- Identify bottlenecks, errors and unnecessary manual work and turn them into practical improvements.
- Use AI, automation and data to simplify and standardise workflows, improve quality, reduce manual work, establish clear processes, responsibilities, KPIs and ways of working, and measure the impact across Matas Group.
- Work across the business and with Tech when improvements involve systems, data or technology.
- Drive improvements from idea through implementation and ensure they work in daily operations.

What we are looking for

There is more than one path into this role. You could come from operations, business, retail, supply chain, data or another area where you have worked with people, processes and improvement.

We are looking for someone who:

- Is analytical and structured and enjoys solving operational problems.
- Has successfully used automation to improve real business processes or workflows and can demonstrate the impact, ideally with AI as part of the solution.
- Enjoys leading others, creating clarity and helping a team perform and develop.
- Is comfortable working with data and using it to make decisions.
- Can translate operational needs into practical process improvements.
- Takes ownership and follows improvements from problem identification through implementation.
- Collaborates well across functions and communicates clearly with both business and technical colleagues.
- Is curious and actively explores new tools and technologies that can improve how we work.

You may already have formal people management experience, or you may have demonstrated leadership through projects, coordination or professional responsibility and be ready to take the next step.

A specific educational background or number of years of experience is less important

than your ability to lead people, improve processes and use technology to create real impact.

The opportunity

This is a role for someone who wants to combine people leadership with hands-on responsibility for improving how we work. You will have the opportunity to challenge existing processes, turn ideas into practical improvements and use data, AI and automation to create measurable impact in our daily operations.

For further information please contact VP Category Operations, Lene Brinch Lindquist - lebl@matas.dk