

Are you a strategic Change Management Leader ready to drive a large-scale, global Source-to-Pay transformation? We are looking for a Change Manager Lead to take full ownership of our end-to-end S2P evolution—from sourcing and contracting through to invoice processing and payment. In this role, you will bridge strategy and execution by leading change impact assessments, managing executive stakeholders, and driving seamless business readiness and adoption across multiple countries.

If you thrive on inspiring teams through complex organizational shifts and turning ambitious vision into everyday reality, we want to hear from you!

## Change Manager Lead

Nr ref.: 312/10/2026/PW/271108/jobs.pl Warszawa (mazowieckie)

### What you can expect from us?

- collaboration based on a 12-month B2B contract or Employment Contract,
- a key role in a high-profile, global procurement and finance transformation program,
- flexible hybrid setup with an office base in Warsaw,
- direct and tangible influence on process architecture, payment standards, and the organization's target operating model,
- an international, dynamic work environment within a world-renowned pharmaceutical enterprise.

Employment agency entry number 47

*this job offer is intended for people over 18 years of age*

### What will your tasks involve?

- **Lead End-to-End Change Strategy:** Design and execute comprehensive change management strategies for a large-scale, multi-country Source-to-Pay (S2P) transformation, covering sourcing, contracting, supplier onboarding, purchasing, catalog and process adoption, invoice processing, and payment,
- **Drive Business Adoption & Process Alignment:** Oversee end-to-end adoption initiatives to ensure organizational alignment and smooth transition across all operational stages of the S2P lifecycle,
- **Conduct Change Impact & Readiness Assessments:** Analyze the impact of process and system changes on global teams, evaluating business readiness and implementing targeted mitigation strategies to ensure business continuity,
- **Manage Senior Stakeholders:** Engage, align, and communicate effectively with global and local executive stakeholders, key business owners, and regional leaders to build sponsorship and minimize resistance,
- **Deliver Capability Building & Enablement:** Partner with training and communication teams to define capability requirements, deliver targeted user enablement plans, and ensure long-term process ownership across affected markets,
- **Monitor & Optimize Change Performance:** Establish key performance indicators (KPIs) and metrics to measure adoption rates, change effectiveness, and operational readiness across all participating countries.

## **What we expect from you?**

- **Domain Expertise:** Extensive experience in Source-to-Pay (S2P), Procurement, or Finance transformations,
- **Adoption & Change Networks:** Proven track record in establishing change networks and driving widespread user adoption,
- **Stakeholder & Facilitation Skills:** Excellent communication, facilitation, and organizational capabilities with the ability to engage stakeholders across all levels,
- **Multinational Experience:** Demonstrated background working successfully within a complex, multinational organizational environment.