For our international Client, a leader in the industrial sector, we are seeking an experienced professional for the position of **Transition Manager.**

You will be responsible for leading the operational execution of process transitions within expanding business structures, ensuring seamless migration of activities, operational stability and effective coordination between project teams and local markets. This opportunity is tailored for an individual focused on hands-on implementation management, process standardization and rigorous scheduling.

Transition Manager

Nr ref.: 314/10/2026/AK/271110/jobs.pl Gdańsk (pomorskie)

What you can expect from us?

- Cooperation based on a 12-month B2B contract.
- Fully remote work model from anywhere in Poland.
- An open, collaborative team environment focused on knowledge sharing and project delivery.
- The chance to drive a large-scale international transformation and have a measurable impact on target operating models.
- Day-to-day work in a diverse, global setting with direct exposure to key business stakeholders.

Employment agency entry number 47

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

What will your tasks involve?

- **Wave Planning & Execution:** Develop and maintain detailed transition plans for assigned wave(s). Manage day-to-day transition execution. Monitor progress against timelines and stage gates.
- **Resource Coordination:** Assign resources to transition activities within the wave. Coordinate trainers, trainees, Subject Matter Experts (SMEs), and support teams.
- **Knowledge Transfer (KT) Management:** Schedule and facilitate joint knowledge transfer sessions and workshops. Ensure transition documentation is properly maintained, while tracking KT completion and operational readiness.
- **Operational Monitoring & Communication:** Supervise daily transition progress and lead tactical status meetings. Execute transition communication activities as per the communication plan and keep stakeholders informed of progress and key decisions.
- **IT & Operational Readiness:** Coordinate the fulfillment of IT access and system requirements. Verify process readiness and support model readiness prior to go-live.
- **Go-Live & Stabilization:** Ensure go-live readiness checklists are completed. Coordinate go-live execution, monitor stabilization and hypercare activities, and track and resolve post-transition issues.
- **Continuous Improvement:** Identify and document improvement opportunities. Capture lessons learned from each wave and feed recommendations into the global transition team.

What we expect from you?

- **Proven experience in transitioning accounting processes** (essential requirement for this position).
- **Fluent English**, enabling seamless day-to-day collaboration in an international environment.
- **Excellent communication and interpersonal skills**, essential for managing relationships across diverse stakeholder groups.
- **Strong project coordination capabilities** and a demonstrated ability to effectively align and drive multi-disciplinary teams.