We are looking for an experienced Change Manager to lead and drive business adoption across high-impact transformation programmes in a complex, multinational environment. In this role, you will be instrumental in guiding global teams through large-scale change—focusing heavily on Source-to-Pay (S2P), Procurement, and Finance initiatives.

Change Manager

Nr ref.: 328/10/2026/PW/271128/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?

- **Driving End-to-End Change Management:** Lead and implement structured change management strategies across large-scale, complex transformation programmes.
- **Change Impact Assessment:** Conduct detailed impact and readiness assessments to identify organizational risks, operational shifts, and key stakeholder needs.
- **Stakeholder Engagement & Alignment:** Build strong partnerships and actively engage diverse stakeholder groups across multiple countries and business functions.
- **Communications & Training Strategy:** Design, coordinate, and deliver targeted communication plans and user training initiatives to ensure seamless adoption.
- **Business Readiness & Transition:** Track and manage business readiness milestones to support sustainable go-live transitions and lasting behavioral change.
- **Cross-Functional Facilitation:** Facilitate workshops, alignment sessions, and working groups to align priorities, address resistance, and maintain cross-country momentum.

What we expect from you?

- Transformation Expertise: Proven track record in managing change within large-scale Source-to-Pay (S2P), Procurement, or Finance transformation programmes.
- Global / Enterprise Experience: Demonstrated experience operating effectively within a complex, multinational matrix organisation across diverse geographies and cultures.
- User Adoption & Change Networks: Hands-on experience establishing and activating change champion networks to drive user adoption, engagement, and sustainable ways of working.
- Communication & Facilitation Skills: Exceptional verbal and written communication skills, with proven ability to facilitate workshops, manage resistance, and present clearly to

senior stakeholders.

- Planning & Organisation: Strong organisational and coordination skills, capable of managing multiple workstreams and priorities across cross-functional teams.