

Transformation Programme Lead

Leading the delivery of a global transformation programme for a core enabling function of a top ten pharmaceutical business

Insocius is a specialist consultancy partnering with senior leaders and their teams in the pharma and life sciences industries.

We are change management, strategy, lifecycle communications and executive development experts. We bring decades of pharmaceutical and life science industry experience to the development of strategies and plans that enable organisational change, improve R&D and commercial performance, and advance leadership goals.

Insocius specialises in supporting leaders and teams meeting business challenges around: value articulation, organisation strategy acceleration, business transformation, and executive performance. The quality of what we deliver is what leads to future work.

The collaborators who work in partnership with our clients all work virtually and the majority work part-time. This model enables us to bring together some of the top talent in our sector and deliver to the high standards that have made our name.

The opportunity

We are looking for a senior collaborator with a track record of successfully transforming global corporate functions to lead a large transformation programme for a top ten pharmaceutical company.

In this role, you will be responsible for setting strategic direction and leading the programme's delivery, ensuring the highest delivery standards, leveraging best practice and applying innovative thinking. You will oversee the PMO, and will be supported by three direct reports: a Project / Change Manager and two Workstream Project Managers, one of whom also leads the Programme Management Office (PMO).

You will also draw upon a matrix of further expertise from Insocius's collaborator network, including subject matter experts, senior change management expertise, workshop design and facilitation specialists, and leadership coaches.

You will be responsible for day-to-day senior client contact, coaching and guiding client stakeholders throughout the transformation programme.

This is a 2.5 – 3 day a week contract through until March 2023.

Our clients

Our clients are some of the largest global pharmaceutical and life sciences companies, as well as rapidly scaling biotechs, and our current projects are with teams based in the UK, US and Switzerland.

This project will report to a senior leader within the client's global enabling function.

Your role

Working with, and drawing upon, a matrix of support and expertise, you will lead the development and delivery of the transformation programme, providing leadership and direction combined with hands on delivery.

Specific accountabilities include:

- Provide counsel and advice to senior clients and the consulting team, using knowledge / experience gained from leading transformation programmes for similar global enabling functions
- Oversee the overarching programme and leading several workstreams
- Develop and deliver the strategy, detailed plans, KPIs, milestones and roadmap for the programme, incorporating the workstreams developed and delivered within the framework of a single unified plan
- Supported by the PMO Lead, act as the central point of co-ordination between the workstream teams to ensure all component parts of the plans are effectively contributing to the objectives and outcomes of the overarching programme plan
- Ensure the programme is grounded in a collaborative approach that gains buy-in from the client
- Resolve issues impacting programme progress, working effectively with senior clients to address blockers impeding delivery
- Ensure the team remains focused on the outcome and enterprise value the programme needs to deliver
- Work closely with the PMO Lead to ensure:
 - Effective programme governance, tracking and reporting are maintained throughout the change
 - Dependencies of the different workstreams are identified, managed, and kept under constant review
- Keep the resourcing plan under review to ensure alignment with programme needs through different phases of activity
- Leverage the skills and expertise of Insocius advisors and specialists in delivery at the right time within each workstream

- Manage budgets, ensuring activities are delivered within the agreed funding framework
- Lead regular reviews at key milestones to identify improvement opportunities
- Codify unified methodologies and supporting tools for the programme, creating a repeatable approach
- Responsible for measurement and delivery of the programme overall
- Leadership and oversight of central support services for the programme
- Identify learnings and compile supporting data to increase effectiveness over the course of the program
- Seek opportunities to pilot new method-based approaches that can drive greater effectiveness

Candidate requirements

Capabilities and experience

- 15 plus years' experience in communications including recent tenure in a leadership role; pharmaceutical industry experience is highly advantageous
- Demonstrable understanding of the demands and capabilities required for a modern leading global communications function
- Proven track record of successfully delivering a transformation for a global communications or other corporate enabling function
- Understanding of how to navigate complex matrixed organisations and make change stick
- Able to demonstrate knowledge and application of change management principles and technique, and of working with a multi-workstream PMO approach
- Ability to quickly understand the scope of a complex project and 'hit the ground running' to support objectives
- Ability to work through ambiguity and drive towards clarifying client needs and results without significant client input
- Previous experience of managing and co-ordinating matrixed teams
- Commitment to high quality deliverables; attention to detail and impact in all material to be presented to client
- Ability to partner with other collaborators and internal client functions in delivery of work

Interested in learning more and discussing whether this is the next step in your career, contact:

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