

Job Profile – we are hiring

Job Title	Regional Delivery Lead	Job Family	TBD
Department/ Business Unit	TBD	Location/Site	TBD
Division	Packaging Division	Country/ Region	TBD
Reports To	Direct: Managing Director of a region or Member in the Executive Management Team of a region Indirect: Divisional Head of Programme Delivery		

Job Role	
Job Overview	<p>The Regional Delivery Lead is responsible for realizing a targeted, profitable and sustainable growth by supporting the delivery of critical regional business projects. The role manages the co-ordinated definition and implementation of all project activities signed off for implementation across the region. The role oversees project performance against objectives and milestones, ensures corrective actions in line with business targets and in alignment with the regional management team and key stakeholders, and drives and supports the overall development of the region to become the leading supplier of sustainable packaging solutions. The role is considered as a high responsibility development role.</p>
Project portfolio management	<ul style="list-style-type: none"> ▪ Develop and manage the regional project portfolio plan in collaboration with Regional, Divisional and Group resources ▪ Govern the overall project portfolio as regards project definition, selection and resourcing through holding the chair role in the Delivery Review and through providing strategic challenge and scrutiny over the portfolio ▪ Maintain and communicate overview of projects and focus areas to regional management on an ongoing basis ▪ Assess need and provide guidance for defining new projects according to Divisional project lifecycle process
Project tracking & reporting	<ul style="list-style-type: none"> ▪ Monitor and ensure projects are executed according to plan – i.e. projects meet specified milestones (objective, results, budget, quality, resources, time) ▪ Track and report status of projects and sufficiently document projects in compliance with standard templates (PMO reporting, delivery plans) ▪ Create visibility and resolution of barriers in project implementation, facilitating exchange across functional and business units to address and solve issues ▪ Produce reports appropriate for varying seniority of stakeholder groups such as Packaging Management Team, Regional management Team etc.
Communication & change management	<ul style="list-style-type: none"> ▪ Lead Communications: status, progress and challenges of projects and ensure ongoing follow up with/by project managers, project stakeholders and steering bodies ▪ Develop and gain approval for the change initiatives to ensure alignment with the regional strategy and the overall direction of the Packaging Division ▪ Manage shareholders and facilitate change management as targeted by the

Coaching & personal development	<p>projects in cooperation with the project managers</p> <ul style="list-style-type: none"> ▪ Demonstrate a high level of interpersonal skills and gravitas ▪ Lead and develop the project management community in the region to achieve the HR capability to meet current and future business targets ▪ Provide continuous personal coaching and development of project managers and project team members in the region ▪ Enrich and expand the talent pipeline within the organization and ensure strong leadership capabilities
Regional leadership & management	<ul style="list-style-type: none"> ▪ As a member of the regional senior management, participate and contribute to the overall business development of the region embedding the DS Smith business vision, culture and values in the organization ▪ Liaise and build sustainable and solid relationships with Group and Divisional functions and all relevant regional stakeholders at DS Smith ▪ Role model and champion the DS Smith leadership competencies in project management and act as a change role model continuously striving to improve leadership and people management to deliver durable performance

Areas of Responsibility	Key Accountabilities
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Job Dimensions
Key responsibilities
1. Overall successful project implementation according to regional implementation plans
2. Monthly project reporting according to the agreed standards for implementation (PMO)
3. Tracking of project resource levels and requests with the Regional MD/Management Team
4. Providing a clear and productive interface with the Divisional Head of Delivery
5. Promoting adoption of the Divisional Delivery Framework principles and standards

Person Specification (minimum requirements)	
Education & Certifications	<ul style="list-style-type: none"> Education at Master's level (MBA) or equivalent – preferably with business and/or technical background Preferably also certified in project management methods
Job Specific Requirements	<ul style="list-style-type: none"> Comprehensive and highly advanced project/programme management skills and knowledge incl. project management methodology and tools Very strong business understanding and acumen (value chain understanding) – preferably from the Packaging industry Excellent communication and stakeholder management Proactive, strategic and analytical mind set, result-oriented, accountable, and challenging with strong problem-solving skills
Experience	<ul style="list-style-type: none"> Proven ability to intelligently operate and navigate in a multinational, corporate environment, profound experience working in matrix roles A minimum of 5-8 years' experience from Top Tier consultancies and/or international order producing businesses with people management responsibility Experience from transformation projects – demonstrated results from independently driving and implementing organizational transformations Experience with stakeholder management – proven ability to deal with stakeholders on senior management level and towards customers
Competency Profile	
Technical	Level
Project/programme management skills	Highly advanced
Business understanding and acumen	Advanced
Strategic and analytical mind set	Highly advanced
Leadership	Level
Team management	Advanced
Communication skills	Highly advanced
Stakeholder management (senior management, customers)	Highly advanced

Typical People Management Responsibility (if applicable)	
Approximate number of people managed in total	Direct: up to 2 Indirect: up to 5
Where does the job operate?	
Own Site	TBD
Sector/Multiple Sites	TBD
Division	Packaging Division
Group	TBD