

About CoEcosystem:

We are at the forefront of driving business improvement and transformative business processes across diverse industries. Founded on innovation, efficiency, and comprehensive client engagement, we specialise in tailor-made solutions that address the unique challenges of today's dynamic business environments. Our expertise spans problem-solving, process optimisation, people development, and technological integration, making us a trusted partner in enhancing productivity and fostering sustainable growth.

Our commitment to excellence and client-centric approach has enabled us to build enduring relationships with clients ranging from large corporations to medium-sized enterprises. With a proven track record of successful projects and a team of highly skilled professionals, CoEcosystem is dedicated to helping its clients achieve their operational and strategic objectives.

Position Summary:

Due to continued growth and increasing demand for enterprise-wide transformation initiatives, we are seeking a Business Transformation Lead to join our team. This is a senior, client-facing role responsible for leading end-to-end transformation projects across diverse industries.

The Business Transformation Lead will manage the full project lifecycle, from initial client engagement and diagnostic assessment through solution design, implementation, change management, and post-implementation review. This role requires strong leadership, strategic thinking, and the ability to engage executive stakeholders while driving measurable and sustainable business outcomes.

You will work closely with client leadership teams to define transformation roadmaps, optimise processes, implement organisational and technological changes, and ensure alignment with strategic objectives. The successful candidate will combine analytical rigour with practical execution capability and strong stakeholder management skills.

Key Responsibilities:*Client Engagement & Leadership*

- Serve as the primary point of contact for clients throughout the transformation lifecycle.
- Build and maintain strong relationships with executive stakeholders and key decision-makers.
- Facilitate strategic workshops to define vision, objectives, scope, and success metrics.
- Provide trusted advisory support to senior leadership on business transformation strategies.

End-to-End Project Management

- Lead transformation projects from scoping and planning through execution and closure.
- Develop comprehensive project plans, timelines, resource plans, risk registers, and governance structures.
- Ensure delivery within agreed scope, budget, and timeframes.
- Monitor and report on project progress, risks, and performance metrics to stakeholders.
- Coordinate cross-functional teams, including client teams and internal consultants.

Business Analysis & Solution Design

- Conduct enterprise-wide assessments of organisational structures, processes, systems, and performance.
- Identify improvement opportunities across front-office, back-office, and operational functions.
- Develop transformation roadmaps aligned with client strategy and business priorities.
- Design future-state operating models, process improvements, and governance frameworks.
- Prepare business cases, cost-benefit analyses, and investment justifications.

Change Management & Implementation

- Lead change management initiatives to ensure the successful adoption of new processes and systems.
- Develop communication, training, and stakeholder engagement strategies.
- Oversee implementation of approved recommendations, ensuring alignment with intended outcomes.
- Identify and address organisational resistance and barriers to change.
- Establish performance tracking mechanisms to measure transformation impact.

Continuous Improvement & Value Realisation

- Monitor post-implementation performance and ensure benefits realisation.
- Provide recommendations for continuous improvement and optimisation.
- Capture lessons learned and contribute to internal knowledge development.

Key Competencies:

- Relevant tertiary qualification in Business, Engineering, Management, or a related field.
- Strong leadership capability with demonstrated experience managing complex, cross-functional transformation initiatives.
- Advanced project management skills, with experience in structured methodologies (e.g., Agile, Waterfall, hybrid approaches).
- Strong strategic thinking and problem-solving skills.
- Excellent analytical capability, with the ability to interpret data and translate insights into actionable strategies.
- Stakeholder management and influencing skills, particularly at the executive level.
- High-level facilitation skills, with experience leading workshops and strategic discussions.
- Strong commercial awareness and ability to link transformation initiatives to measurable business value.
- Excellent written and verbal communication skills.
- Proficiency in Microsoft applications (Advanced MS Excel, MS Word, MS PowerPoint, MS Visio).
- Understanding of change management principles and organisational development practices.
- Proficiency in English is required.

Experience:

- Minimum of 7–10 years of relevant experience in business transformation, management consulting, organisational improvement, or strategic programme delivery.
- Demonstrated experience leading end-to-end transformation programmes in complex organisations.
- Experience in improving sales, marketing, customer experience, and operational functions.
- Proven track record of delivering measurable business outcomes and sustainable change.
- Experience working in a client-facing consulting or advisory capacity is highly desirable.

This position description outlines the primary duties, responsibilities, and competencies required for the role. It is not exhaustive and may change as the company's needs evolve.

Benefits & Development

At CoEcosystem, we invest in capability, confidence, and opportunity. This role offers:

- The opportunity to lead complex, high-stakes transformation initiatives where judgment, integrity, and accountability truly matter.
- Meaningful client exposure with visible, tangible impact on organisations and systems.
- A culture of trust and flexibility focused on outcomes rather than hours, supporting sustained high performance and well-being.
- Continuous learning grounded in real client challenges, not theoretical training alone.
- Access to evidence-based methodologies, mentoring from senior practitioners, and structured opportunities to test ideas in practice.
- Participation in initiatives such as Women in Transformation, supporting inclusion, leadership development, and ecosystem-building.
- A collaborative environment that supports people at different stages of their careers to grow, contribute, and lead meaningful change.
- Competitive remuneration aligned with experience, contribution, and impact.