



Santander Søger Captive Leader

Captive LeaderCountry: DenmarkAs Captive Leader in Santander Consumer Bank Nordic, you will steer the commercial and strategic agenda for our captive brands and dealer networks in Denmark.

Your mission is to grow market share, strengthen profitability, and build a best-in-class captive setup that is aligned with our Nordic strategy. This includes setting clear direction for your team, ensuring solid governance and developing high-quality partnerships together with key stakeholders.

You will work closely with brand stakeholders, local and Nordic auto teams, and cross-functional partners to execute strategic initiatives, enhance operational performance, and ensure full compliance with Danish TAX and leasing regulations. Strong commercial instincts, robust leadership, and a good understanding of the auto finance landscape will be essential.

Responsibilities:

- Grow market share and profitability across captive brands and dealer networks
- Set and execute the local auto strategy in line with overall business objectives
- Ensure strong governance and compliance with Danish leasing and TAX legislation
- Partner with Brand Managers, Key Account Managers, and Nordic auto teams to drive commercial performance
- Manage and optimise cross-border captive agreements and collaborations
- Build and strengthen relationships with key partners, distributors, and dealers
- Lead negotiations and strategic initiatives that enhance customer loyalty and dealer engagement
- Drive operational improvements, process automation, and increased efficiency
- Ensure robust delivery within risk, control, and regulatory frameworks
- Lead, develop, and motivate a high-performing team

Skills required in this role (experience, education, personal characteristics)

We believe the right candidate is someone who combines commercial sharpness with strategic depth and leadership skills.

You thrive in a market where regulation, customer needs, and technology evolve quickly - and you know how to transform that complexity into competitive advantage.

Skills required

- 5+ years of senior commercial experience in auto finance or leasing
- 5+ years of leadership experience, including responsibility for teams and strategic projects
- University degree in Business, Finance, or a related field
- Fluency in Danish and English is a must
- Strong understanding of the auto industry, leasing models, and the Nordic market
- Expert knowledge of Danish leasing and TAX legislation
- Demonstrated ability to shape and execute growth strategies
- Excellent negotiation skills and proven success in partner and stakeholder management
- Strong analytical mindset with the ability to solve complex problems
- Experienced in leading change and working effectively across functions and geographies

We offer:

- An opportunity to work in a large, high-performing international company, in a dynamic environment that is constantly changing
- A corporate culture that is professional, yet informal, customer and value driven
- Highly competent and dedicated co-workers with strong collaboration across the Nordics
- A high level of diversity and multi-cultural working atmosphere
- A strong focus on learning and development
- Multiple sports and social events

We perform background checks on all relevant candidates. For positions that require authorization and/or confirmation of suitability, a police certificate of good conduct and credit check must be presented. Background check is carried out with prior consent from the candidate.



Santander

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Ansøgningsfrist

Løbende jobsamtaler
Captive Leader