

Transformation Manager - Core Solutions

Are you interested in helping shape one of If's most important technology areas?

Core Solutions brings together several of the technology domains that are at the heart of If's business. To support our continued transformation, we're looking for a Transformation Manager who enjoys turning strategic ambitions into practical initiatives and creating alignment across teams, domains, and countries.

This is a role with plenty of variety and visibility. One day you might be preparing material for a leadership discussion, and the next facilitating a workshop, analyzing workforce data, reviewing our portfolio, or driving an improvement initiative together with stakeholders from across the business.

About the role

As Transformation Manager, you will work closely with the Transformation Lead and leaders across Core Solutions. Together, you'll help move our strategic priorities forward and ensure that great ideas become real business outcomes. Over time, you'll take ownership of a broad range of strategic and transformational initiatives, giving you a unique opportunity to influence how Core Solutions develops and operates.

Your responsibilities will include:

- Support strategic planning for Core Solutions and translate Corporate and Engineering priorities into meaningful actions. Prepare analyses, recommendations and decision material and support follow-up on strategic priorities and Tech Must Wins.
- Lead and support cross-domain improvement initiatives, identify organizational bottlenecks and opportunities
- Create insights into strategic initiatives, investments, capacity, dependencies, and organizational performance. Contribute to the development of KPIs, leadership reporting, and fact-based decision-making.

- Contribute to the continued development of our global delivery model, including workforce and sourcing analyses, APAC-related initiatives, and strategic collaboration with delivery partners.
- Coordinate and accelerate AI-related opportunities across Core Solutions and identify where new technology can improve how we work.
- Work across organizational boundaries and build strong relationships with leaders and specialists across Engineering, IT and other parts of If.

Occasional travel is part of the role, amounting to approximately 10 days per year.

We offer

While we set high expectations for you as an employee, we also expect you to set high expectations for us as your employer. Here are some of the benefits of working at If:

- An including work environment where everyone is welcome
- Career and development opportunities in the biggest insurance company in the Nordics
- Social activities, as well as highly skilled professional environment
- Possibility of a hybrid workplace
- A health-promoting workplace with e.g., fitness programs and various sports activities
- Attractive insurance benefits and pension

About the team

You will join Core Engineering Strategy & APAC Delivery, a small team with a broad mandate across the organization. We work on the challenges that don't naturally belong to one domain alone, whether it's defining a shared direction, improving decision-making, increasing transparency, or strengthening how we collaborate globally.

This role provides an unusually broad perspective across Core Solutions and exposure to many of the strategic questions shaping the area.

Who are you?

You are someone who combines strong analytical thinking with the ability to create momentum and drive progress through others. You enjoy moving between strategy and execution, and you're motivated by turning complex challenges into practical solutions that create real value for the organization.

You may have experience from strategy, transformation, management consulting, business development, project or program management, or a similar role where you've worked closely with stakeholders and driven change. You're comfortable communicating complex topics in a clear way, and you know how to adapt your message to different audiences. Most importantly, you're curious, collaborative, and energized by working across teams, functions, and geographies.

Additionally, you can probably recognize yourself in several of the following:

- You enjoy bringing structure, clarity and momentum to topics where the way forward is not always obvious.
- You are a strong facilitator who can bring people together, challenge perspectives and create alignment around a common direction.
- You are pragmatic and execution-oriented, focusing on outcomes rather than processes for the sake of processes.

- You are curious about technology and how engineering organizations operate, even if you don't consider yourself a technical expert.
- You are comfortable working across countries, cultures and organizational boundaries, and have the ambition to continue growing into a leadership role.

You don't need to tick every box from day one. What matters most is your ability to learn quickly, build trust, navigate complexity, and take ownership of important challenges. We value curiosity, sound judgement, learning agility, and a willingness to take on increasing responsibility over time.

Additional facts and the recruitment process

Application deadline: Screening and interviews are conducted on an ongoing basis. The deadline to apply is December 3rd, 2026.
Application: Please submit your CV via our website. You do not need to attach a cover letter, but feel free to include a few lines in your CV explaining why you are interested in the position.
Location: Ballerup.
Start date: As soon as possible.

If you have any questions about the position, you are welcome to contact Transformation Lead, Tobias Frich, on tobias.frich@if.dk.

At If, we aim to create a workplace with equal opportunities for all. We encourage everyone to apply regardless of gender, age, background, or any disability. We also recommend that you do not include a photo in your CV.

Applicant information may, within the framework of the law, be reviewed using publicly available sources. Candidates progressing in the recruitment process will be asked to provide references and present a criminal record certificate. Depending on the scope of the role, a credit check may also be conducted for final candidates as part of the hiring process.

We are looking forward to your application!

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