

Head of Personal and Business Banking Sourcing

We are looking for an experienced and inspiring people leader to lead the Personal Banking and Business Banking Sourcing team. This is an opportunity to combine people leadership, strategic sourcing and senior stakeholder management in a role with direct impact on Nordea's ambitious 2030 strategy. This is a permanent, full-time position. The role is based in Copenhagen, Stockholm, Helsinki, Lodz, Gdynia or Gdansk.

About our team

Our role is to support Personal Banking and Business Banking in their third-party engagements and to ensure that supplier relationships deliver commercial value, resilience and responsible outcomes for Nordea.

You will lead a well-established team operating across the Nordics and Poland. The team has built a strong foundation and established oversight of its key suppliers, contracts and stakeholders. You will report to the Head of Sourcing, be part of the Sourcing Management team and work closely with the other leaders responsible for supporting Nordea's key business areas.

Your mandate is to build on this position by developing clear portfolio strategies, strengthening the strategic partnership between Sourcing and the business, and translating Nordea's ambitions into focused sourcing priorities and measurable outcomes. Together with your team, you will shape sourcing priorities, strengthen supplier portfolio strategies and turn ambitions into results.

You as a leader play a key role in developing and supporting your team members to reach their aspirations and unleash their full potential.

Collaboration. Ownership. Passion. Courage. These are the values that guide us in how we work and how we make decisions, and that we imagine you share with us.

What you'll be doing

Main responsibilities in this role:

- Lead, coach and develop the team, providing clear direction and building strong collaboration, capability and a high-performance culture.
- Develop and execute sourcing and portfolio strategies for Personal Banking and Business Banking, translating Group Procurement and Sourcing's 2030 strategy and business priorities into a clear roadmap and pipeline of initiatives.
- Build trusted relationships with senior stakeholders and position Sourcing as a proactive strategic partner, ensuring early involvement throughout the lifecycle of third-party engagements.
- Take overall responsibility for the team's supplier and contract portfolios, driving value through prioritisation, governance, commercial optimisation, demand management, innovation, consolidation and strategic supplier management.
- Provide direction in complex sourcing projects and negotiations, while ensuring that sourcing activities follow Nordea's policies and guidelines and applicable laws, rules and regulations

Who you are

This is the right role for you if you are a strategic and inclusive leader who combines clear direction with a genuine commitment to developing people. You are comfortable navigating complexity, setting priorities and challenging constructively when needed. You build trust across organisational boundaries, make decisions and drive change, and can translate business ambitions into practical sourcing strategies and results. You are dependable, willing to speak up when it matters and enjoy learning and bringing new ideas to the table.

Your background and skills include:

- Proven people leadership experience, with a strong ability to coach, develop and empower colleagues.
- Strong business and commercial acumen, together with experience in strategic sourcing, supplier management and complex negotiations.
- Outstanding stakeholder management and communication skills, including the ability to influence and collaborate effectively at all organisational levels.
- Strong analytical and result-oriented capabilities, with the ability to turn strategic ambitions into clear recommendations and measurable outcomes.
- Fluency in English, both written and spoken, and experience working in an international and diverse organisation.

It would be ideal if you also:

- Hold a master's degree in a relevant field, for example Law, Business, Economics, Operations, Supply Chain Management, Political Science or Social Science.
- Have knowledge of banking, financial services or technology.
- Bring a proven track record in strategic sourcing and negotiation.

As a Leader you are expected to and have a crucial role in:

- Creating purpose by translating strategy into operational and actionable plans to showcase how we create value for our customers and impact business priorities.
- Empowering people by identifying individual development opportunities to support growth and encourage them to share their own ideas, concerns and learnings.

- Driving performance by recognising individual contributions and collective victories and maintaining a healthy balance through measurable goals and clear priorities for each team member.
- Developing teams by nurturing a dynamic team culture that emphasises trust and respect so everyone understands their unique value and contribution.
- Fostering inclusion by creating equal opportunity through curiosity about all aspects of diversity in your team and continuously evaluating habits and perspectives.

What we offer

People come here when they want to get somewhere. For some, it's to take their career to the next level. For others, it's to break new ground within their area of expertise. With us, you will always move forward.

A culture that fosters performance and growth in one of the largest Nordic banks, with opportunities to evolve, develop and learn from brilliant colleagues with diverse backgrounds.

A hybrid working model that combines the value of bringing people together with flexibility.

A workplace where diversity and inclusion are a natural part of our daily work and where different backgrounds, experiences, characteristics and traits make us stronger together.

If this sounds like you, get in touch!

Next steps

Please submit your application as soon as possible, and no later than 30/11/2026, as we review applications and conduct interviews on an ongoing basis.

We enable dreams and aspirations for a greater good.

We build relationships. We add a personal touch to everything we do, when advising our customers, collaborating with colleagues and meeting our potential candidates.

We learn and develop. We take pride in being experts and thinking ahead. We bring a growth mindset to our work and focus on a broader perspective in our daily challenges.

We lead change. We are responsible and aware of the impact of our decisions, and sustainability is an integrated part of our business strategy.

We are Nordea. We have a 200-year history of supporting and growing the Nordic economies. As one of the biggest employers in the Nordics, Poland and Estonia, you have excellent opportunities to evolve, develop and move forward with us.

Only for candidates in Finland: A security clearance will be performed for the person selected for this position.

Only for candidates in Sweden: For union information, please contact Finansförbundet at finansforbundet@nordea.se or SACO at SacoNordea@nordea.com.

Nordea	**Ansøgningsfrist**	**Kontaktperson**
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