



Senior Change & Transformation Consultant

Help us accelerate the journey to make data AI-ready at Danske Bank. You will play a key role in ensuring our strategic investments in data products translate into lasting behavioural change and business value through proactive stakeholder engagement and change enablement. This is your chance to contribute to one of our most strategic priorities and help shape how people work with data and AI.

What you will be doing

As part of our Data & Analytics function, you will design and execute change strategies that move people from awareness to adoption, and from adoption to meaningful outcomes. Working closely with our Communication Lead and key strategic priorities like the Data Product Delivery Programme, you will help embed new mindsets and ways of working across the organisation using ADKAR and other leading change methodologies.

- Develop and execute change management strategies and communication materials that support business outcomes
- Providing input into key communications, and/or materials that make key Data & Analytics milestones and deliveries transparent to the Group
- Design stakeholder engagement activities, materials, workshops, and large-scale change interventions
- Assess adoption risks and implement actions to accelerate behavioural change
- Build change readiness across business and technology teams
- Track and measure change adoption while improving interventions and translate this to business outcomes

About you

- Experience leading transformation initiatives in large, complex organisations
- Deep expertise in change management, engagement campaigns, organisational development, and adoption strategies for large programmes or transformations

- Experience applying recognised methodologies such as ADKAR, Kotter, or similar frameworks
 - Understand business drivers like cost, risk, efficiency and customer impact and can translate impact from data initiatives into business outcomes
 - Strong stakeholder management skills across multiple organisational levels
 - Experience developing communication plans that achieve measurable adoption
 - Ability to work independently, identify communication gaps, and proactively drive actions from concept through execution
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- Strong facilitation skills for workshops and leadership sessions
 - Excellent consulting and relationship-building capabilities
 - Experience working across business and technology functions

We would also welcome experience supporting data, analytics, or technology transformations, understanding of data products and governance, or background in financial services.

What we offer you

You will have the opportunity to contribute to our ambition of becoming a leading AI-driven bank. This highly visible role offers exposure to senior leaders and stakeholders across the Group. We offer a hybrid work model with 3 to 4 days per week in the office to promote collaboration and knowledge sharing. You will join a passionate team of four professionals who combine expertise in change management, communications, and culture transformation.

A great team where we use our individual strengths to accelerate and execute whilst having fun.

Are you ready for the next step?

We are looking for someone to start as soon as possible. If you are ready to help shape how data-driven decision-making becomes part of our culture, we would love to hear from you. Please reach out to Marianne Bendix Holbæk at mbhol@danskebank.dk with any questions. We process applications continuously, so we encourage you to apply sooner rather than later. We look forward to hearing from you!

Danske Bank

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danskebank.dk

Ansøgningsfrist

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Senior Change & Transformation
Consultant

Kontaktperson

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