



Portfolio, Programs & Delivery Lead

ERGO Nordics is looking for a Portfolio, Programs & Delivery Lead to govern and drive the end-to-end delivery of a portfolio of programmes and cross-functional initiatives across Nordics IT.

This is a senior role with accountability for strategic alignment, predictable execution, and value realization. The role operates at the intersection of Business and IT, partnering closely with technology leadership, architecture, security, operations, finance, and vendors to ensure initiatives deliver intended outcomes within agreed constraints.

About the Role

As Portfolio, Programs & Delivery Lead, you are accountable for portfolio and programme governance, delivery excellence, and leadership oversight of programme and project execution. You ensure that priorities, funding, capacity, and dependencies are managed coherently and transparently, enabling leadership to make informed trade-offs and decisions.

The role combines strategic portfolio ownership, tactical delivery governance, and operational leadership of the delivery organization, while continuously improving delivery models, tooling, and performance metrics to increase throughput and stakeholder confidence.

Key Responsibilities

- Own and operate portfolio and programme governance, including intake, prioritization, approval flows, sequencing, and portfolio rebalancing based on strategy, capacity, and performance

- Provide leadership oversight of programmes and major initiatives, ensuring delivery health, milestone confidence, dependency management, and executive escalation when required
- Lead and develop the delivery organization (programme/project managers and delivery leads) through coaching, performance management, capability building, and standards adoption
- Establish and maintain delivery standards and ways of working, including frameworks, templates, stage gates, reporting cadence, and quality controls
- Coordinate capacity and resource planning across programmes in collaboration with delivery leaders and Finance, balancing demand against available run/change capacity
- Drive financial governance for the delivery portfolio, including business cases, budgets, forecasts, spend tracking, variance management, and funding decisions
- Ensure strong risk and issue management across programmes, maintaining portfolio-level RAID visibility and enforcing mitigation and escalation
- Lead dependency management across domains (architecture, data, security, operations, vendors) and facilitate resolution of cross-programme conflicts
- Ensure benefits realization discipline, with clearly defined outcomes, tracked KPIs, monitored value delivery, and corrective actions where benefits are at risk
- Provide executive-level reporting and decision support through steering materials, dashboards, portfolio insights, and transparent status narratives
- Partner with procurement, contract owners, and vendors to manage delivery commitments, governance forums, and performance of strategic suppliers
- Drive continuous improvement of portfolio and programme tooling, data quality, and reporting automation to improve transparency and predictability

What Success Looks Like

- Portfolio and programme execution is clearly aligned with strategy, supported by clear priorities and timely leadership decisions
- Improved delivery predictability and performance across programmes, with higher milestone confidence and fewer late surprises
- Portfolio governance provides a single, trusted view of progress, risks, dependencies, and financials with high data quality
- Effective risk, issue, and dependency management with early identification and resolution of cross-programme conflicts
- Strong financial control with reliable budgets and forecasts and well-governed funding decisions
- Defined, tracked benefits and outcomes with improved value realization and reduced value leakage
- Increased maturity of the delivery organization, including standards adoption, capability uplift, and disciplined use of tooling and reporting
- High stakeholder satisfaction, with delivery governance experienced as enabling, transparent, and outcome-focused

Your Profile

- Strong strategic and commercial leadership mindset with a clear focus on value and outcomes
- Proven experience leading portfolios, programmes, or large-scale initiatives in complex IT environments
- Strong people leadership skills with the ability to build, coach, and lead high-performing delivery teams
- Excellent executive stakeholder management and influencing skills
- Delivery excellence mindset with focus on quality, predictability, and accountability

- Sound judgement and prioritization skills when balancing scope, cost, risk, and timelines
- Clear communicator with the ability to translate complexity into decision-ready executive narratives
- High resilience and ability to manage conflict, pressure, and competing priorities

Technical and Professional Skills

- Portfolio, programme, and delivery management practices (intake, prioritization, stage gates, dependency management)
- Benefits realization and performance management, including outcome KPIs, value tracking, and corrective actions
- Financial governance for delivery portfolios, including business cases, budgeting, forecasting, and variance analysis
- Risk management and delivery controls, including portfolio RAID, escalation models, and quality assurance
- Delivery methodology literacy across Agile, Lean, product models, and Waterfall/Hybrid approaches
- Strong tooling literacy, including PPM tools (e.g. Planview, Clarity, ServiceNow PPM), Jira/Azure DevOps reporting, BI dashboards, and advanced Excel/PowerPoint
- Vendor and supplier governance fundamentals, including delivery commitments and performance management
- Experience with operating model development and continuous improvement initiatives

Education and Languages

- Bachelor's or Master's degree in Business, IT, Engineering, Finance, or a related field (or equivalent senior experience)
- English is required; a Nordic language is preferred
- Relevant certifications are an advantage (e.g. MSP, PgMP, PMP, PRINCE2, SAFe, ITIL)

What we offer

Join a team and shape the future of insurance:

- A dynamic, ambitious, and collaborative work environment.
- Opportunities for personal and professional development in an internationally owned insurance company.

The role is based in our Copenhagen office (our Nordic HQ) with hybrid flexibility. You will also spend time in the field meeting partners, supporting business development activities, and participating in workshops and strategic initiatives.

Occasional travel within Denmark and the Nordics is expected.

How to Apply

For more information about the position, please contact: Katarina Sliacka – Project Assistant: Katarina.Sliacka@munichre.com

Please upload your motivation letter, CV, and relevant diplomas as soon as possible and no later than May 12.

Applications will be reviewed on an ongoing basis, and interviews will be conducted continuously.

ERGO Forsikring

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Application deadline

12. May 2026
Portfolio, Programs & Delivery
Lead

Contact person

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