

Director, Strategic Initiatives & Transformation - MAC

Locations: New York, New York

Categories: Strategy / Business Development

Req ID: 2220378

Brand: MAC

Job Description

POSITION SUMMARY

Since 1984, MAC has been the pioneering makeup authority for all, operating with an inclusive mission to enable limitless self-expression. We empower individuals to be themselves, exactly, proudly, and fluidly. We are the global #1 prestige makeup brand, and we have ambitions to leverage our position of strength to push even further while remaining for All Ages, All Races, All Genders.

The MAC Transformation Team is responsible for ensuring the successful execution of high priority cross-functional initiatives that are needed to transform MAC in the way that was envisioned in the Brand Strategy. We also partner with corporate teams to ensure that MAC is taking advantage of all ELC-driven initiatives and that the Brand needs are well represented.

How do we do this?

Our team has two broad focus areas:

- Leading high priority initiatives across key transformation priorities including NPL Optimization and Commercial Excellence
- Working with the MAC Global Brand President and cross-functionally to ensure progress is being made against our MAC Strategic Pillars through effective prioritization and fast decision making

Reporting into the VP, Strategic Initiatives and Transformation, the Director Strategic Initiatives and Transformation will be responsible for leading a series of MAC Global Transformational efforts with a primary focus on commercial excellence topics.

Primary responsibilities will include:

- Conduct root cause analysis to understand the opportunities that exist within the Brand today
- Provide strategic insights to translate strategic priorities into actionable game plans and ensure the right KPIs are in the place to support the measurement of impact.
- Build and exhibit organizational capability in horizontal adaptation, change and transformation across the enterprise – consultative skills (asking the right questions, creating momentum with dialogue, driving towards deliverables and outcomes, project/portfolio management, organization design -- structure and process, change management progress and outcome measurement).
- Gain buy-in from cross-functional teams on what needs to be solved for and the expected outcomes
- Clearly scope the work that needs to be done detailing how cross-functional teams will be engaged
- Conduct analytics and best-in-class benchmarking to propose data-driven solutions
- Partner with cross functional teams to tailor proposed solutions and ensure adoption
- Support complex implementation within the matrixed organization, iterate and adapt as needed
- Champion change and evolution, persuading through use of data and facts; demonstrate sufficient gravitas; inspire and motivate others
- Manage stakeholder communication and engagement; engage comfortably with senior leadership

Qualifications

- Top-flight consulting and/or organizational effectiveness (OD/change/process) management experience in organizations and situations requiring a combination of strategic vision, and practical project management and execution skills
- Strong intellectual capital paired with equally strong emotional intelligence and “servant leadership”
- Experience with driving large, complex change efforts and to drive results through influence, persuasion and relationships
- Assesses quickly with a track record of getting up to speed and adding immediate value to new situations
- Exceptional ability to co-create and work collectively with various business leaders and other key stakeholders
- Excellent oral and written communication skills, including the ability to organize, conceptually interpret and clearly communicate material developed collaboratively via the input of multiple parties; translate complexity into the actionable

Decision Making – Indicate type of decisions typically made and the overall impact of those decisions.

Problem Solving – Indicate the nature of problems regularly encountered and the complexity of the solutions.

Independence of Action and Accountability – Indicate the general degree of independence which may range from closely monitored to setting direction.

Budget Responsibility – Indicate degree of financial accountability. Include actual amount of operating budget and/or cost savings. Include net sales plan responsibility, if applicable.

Leadership – Indicate management responsibility including planning for the department’s future needs, operations, hiring, performance management, salary decisions, talent planning, etc. (i.e., one team, multiple teams, etc.).