Strategic Transformation and Deployment Director

Montreal - Full-time - 744000108218035

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The Strategic Transformation and Deployment Director is responsible for leading the organizational transformation of Vantage Studios, a Ubisoft business unit, by supporting the leadership team in implementing the vision, strategy, and business priorities.

Reporting to the Chief of Staff, the role ensures a clear translation of strategy into concrete actions, connects transformation initiatives (culture, leadership, governance, process simplification, organizational design), and strengthens team cohesion. They act as a catalyst for change, ensuring that transformation efforts sustainably support operational performance and that strategic projects align with the priorities of Vantage Studios.

Strategic Deployment and Governance

- Translate the vision and business priorities into clear, measurable, and trackable transformation plans (roadmap, tactical plan, strategic plan, etc.).
- Establish the governance required to ensure execution, monitoring, and communication of key initiatives.
- Track strategic performance indicators and ensure alignment with strategic and cross-functional projects.

Organizational and Cultural Transformation

- Work on organizational design to align business needs with operating models.
- Support leaders and managers in change management, leadership development, and communication of the vision.
- Promote a culture of collaboration, accountability, and continuous improvement.
- Coordinate initiatives related to simplification, efficiency, and process transformation.

Execution and Cross-Functional Alignment

- Support stakeholders in prioritizing and synchronizing strategic projects.
- Ensure coherence between transformation initiatives and strategic objectives.
- Identify productivity, growth, and engagement levers to improve performance.

Communication and Engagement

- Build and lead communication rituals (tactical plan, strategic reviews, meetings and workshops, transformation committee).

- Ensure transparency, clarity, and engagement around the vision and expected outcomes.
- Serve as a key point of contact between teams and share best practices.

- Minimum of 10 years of experience in transformation, change management, or program leadership in an agile environment.
- Strong ability to structure, influence, and align multiple stakeholders.
- Solid skills in organizational design, as well as data analysis and synthesis.
- Ability to communicate clearly, inspiringly, and convincingly at executive levels.
- Collaborative leadership, with the ability to inspire and unite around a vision.