



Kantoren	5
Operatiekamers (verboden voor onbevoegden)	4
Verpleging	3
Dogzorg	2
Wenzorg nisch behandelcentrum	1
ening	BG
	-1



VACANCY

Group Transformation Lead

Requirements

- 8+ years' experience
- In change management
- Within decentralized, international service industry
- Track record in operational efficiency
- Strong communications and relationship building skills

Naarden Minimum of 8 years experience



Bergman Clinics is the market leader in outpatient healthcare in The Netherlands, Bergman Clinics. They are now poised for rapid expansion and market leadership in multiple European regions. The new Group Transformation Lead will play a key role in the growth and strategic, company-wide changes needed to support this transition.





ABOUT THE COMPANY

Bergman Clinics

A household name in outpatient healthcare in The Netherlands, and increasingly in Germany and the Nordics, Bergman Clinics' purpose is to help people lead better lives. They achieve this by making and maintaining specialist healthcare affordable, accessible, and of high quality for the long-term. For nearly thirty years, the Group has been one of the leading chains of independent focus clinics that provides outpatient healthcare. They specialize in treatments in the fields of orthopedics, ophthalmology, gynecology, aesthetics, dermatology and vascular medicine.

Bergman Clinics has 140 locations throughout The Netherlands, Germany, and Scandinavia. They have shared ownership, including the co-founders and investment firm, Triton. Technological innovations, digitalization, training, and deliberately curating an organizational culture are key pillars of Bergman Clinics' international growth strategy.

Now they are poised for rapid expansion to gain market leadership in multiple European regions. With this ambition, rapid technological changes, and the external environment, the Group Management Board has defined its strategic priorities for operational excellence and transformation, which they define as 'transformation goals.'





Together with the International Executive team, and reporting into the Group COO, the new Group Transformation Lead will drive development and implementation of high quality transformation plans, business strategies and goals related to optimizing performance of the Bergman Group.





VACANCY

Group Transformation Lead

The Group Transformation Lead's main focus is to build a transformation framework around Bergman Group's strategic priorities, as well as manage and lead its transformation and a few of its strategic projects.

This experienced Change Manager will develop the roadmap, set priorities, monitor and report on progress of the transformation agenda (e.g., during monthly executive meetings) and create buy-in from local stakeholders. This requires program and change management skills, as well as effective collaboration with Group operations, other countries' teams, and clinics.

This role's responsibilities can be divided into three key areas: first, to build a clear data reporting framework and strike the right balance between a people-centric and data-driven approach. Second, to develop and communicate a clear story around the transformation at all levels, from Supervisory Board to Clinic Managers. Third, to join the Executive Lead in projects, mainly for change management, integration, and standardization.

The changes the Group Transformation Lead will be responsible for may include healthcare path (re-)design, M&A strategy and processes, operational excellence, commercial strategy, and optimization and standardization of healthcare and logistic processes.





The new Lead will work closely with and report directly to the group COO, Anuj Garg. They will collaborate with many people across the organization and report on progress to the Supervisory Board as well as the Board of Directors and country MTs. The position is based at the head office in Naarden, The Netherlands, with the possibility of travel to other country locations one to two days per week.

Given their level of authority, the Group Transformation lead should communicate clearly and convincingly, as well as drive change and build relationships at all levels. They will need excellent communication skills and to be a skilled networker, as well as have a strategic and sharp analytical mind. They will also have to be effective at delivering on plans.

This is an excellent challenge for someone with a keen analytical mind and proven track record in change management, operational excellence, and P&L experience, to make their mark in the transformation and international growth of a market leader in healthcare. ■

Interested? Bergman Clinics is working with Top of Minds to fill this vacancy. To express your interest, please contact Imke Peters at imke.peters@topofminds.com.

