

Project Manager- Synergy & Integration Workstream

Role Purpose:

As a Project Manager, you will lead the successful delivery of Functional integration and Synergies initiatives across the Society and trading groups, working across multiple business functions and transformation activities. You will bring strong project management capability, combined with the ability to engage stakeholders, manage ambiguity and drive delivery in a fast-paced integration environment.

You will work closely with the Programme Manager and Functional integration and Synergies Workstream Lead to ensure alignment with wider programme objectives, governance and delivery priorities. The role will also work in close partnership with all workstreams and external partners to deliver business capabilities enabled through technology, data and process change.

This role is business-led rather than technical delivery focused.

The role will support delivery across areas including:

- Finance, Property and Procurement systems and processes
- Scoping and feasibility studies
- Project and programme documentation
- Implementing business change in the above areas
- Process harmonisation across two organisations
- Cost saving initiatives
- Collation and communication of high-level plans for workstream teams
- Stakeholder engagement and change management for all levels of business

Role Responsibilities:

Programme & Project Delivery

- Lead end-to-end delivery of relevant projects and initiatives, ensuring alignment to agreed scope, timelines, budget and quality standards
- Coordinate delivery across multiple concurrent workstreams, teams and dependencies within the wider integration programme
- Ensure delivery activities align with programme governance, milestones and integration priorities
- Manage delivery against key business outcomes, risks and dependencies
- ADD

Stakeholder Management

- Engage, influence and build strong working relationships across senior stakeholders, trading groups, operational teams and third-party partners
- Act as a key coordination point between relevant Operational teams
- Facilitate alignment across functions where ownership, priorities, or delivery responsibilities may be unclear or evolving
- Support decision-making by presenting clear recommendations, options, risks and impacts

Technology & Business Capability Delivery

- Work closely with Technology teams delivering Finance, Property and Procurement systems and processes that enable business change
- Ensure business requirements, processes and operational needs are clearly defined and translated into deliverable outcomes
- Coordinate business readiness, testing, transition and implementation activities
- Help bridge the gap between technical delivery teams and business stakeholders

Workstream Specialist knowledge

- Commercial financial awareness
- Experience of process improvement or harmonisation

Governance, Planning & Reporting

- Develop and maintain detailed project plans and integrated delivery schedules
- Maintain RAID logs covering risks, issues, assumptions, decisions and dependencies
- Establish and maintain effective governance and reporting structures
- Produce clear executive updates, status reports, milestone tracking and delivery reporting
- Ensure change control and decision management processes are maintained appropriately

Financial & Supplier Management

- Manage project financials including forecasting, spend tracking and benefit realisation reporting
- Coordinate activities with agencies, vendors, suppliers and implementation partners
- Support procurement, onboarding and management of external delivery partners where required
- Monitor delivery performance against agreed commercial and contractual expectations

Change, Communication & Business Readiness

- Support communication and engagement activities across impacted teams and stakeholders
- Ability to manage and communicate change across all levels of a business

- Ensure effective communication across all levels, translating complex concepts into clear, actionable updates
- Coordinate business readiness activities to support successful adoption and operational continuity
- Support embedding of new ways of working, governance and operational processes

What we're looking for:

We are looking for someone who can bring:

- Strong project management and delivery experience within complex business transformation or integration programmes
- Experience of working with process improvement or process harmonisation
- Ability to excel in a dynamic environment, manage ambiguity, shifting priorities and evolving operating models
- Strong stakeholder management and influencing capability across multiple seniority levels
- Experience coordinating cross-functional delivery involving Technology and business teams
- Strong organisational, governance and reporting skills
- Commercial awareness and experience managing budgets, suppliers and delivery partners
- Confidence operating in fast-paced environments with multiple dependencies and competing priorities
- Strong communication skills, with the ability to simplify complexity and drive clarity
- A pragmatic and delivery-focused mindset with strong attention to detail

Essential experience

- The ability to translate high level briefs into actionable project briefs and deliverables.
- The ability to collate, analyse data to support proposals and reports
- Process improvement or process harmonisation
- Change management experience

Desirable Experience

- Exposure to integration, merger or organisational change programmes
- Understanding of governance, operating model and business readiness activities
- Experience working alongside agile and technology delivery teams

Success Measures

Success in this role will typically be measured through:

- Delivery of agreed milestones and integration outcomes
- Effective management of cross-functional dependencies and risks
- Quality and consistency of governance and reporting
- Stakeholder confidence and engagement
- Smooth implementation of new business capabilities and processes
- Delivery of measurable operational, customer and member benefits
- Reduced delivery friction across teams and functions