

# Company profile

## Lutosa, a Belgian success story for over 40 years!

With more than 1,200 employees across 2 production sites, we produce frozen and chilled fries, potato specialties, and dehydrated flakes that delight people all over the world 🌍.

We are present in 136 countries through 24 subsidiaries and sales offices, proudly exporting 94% of our production.

At Lutosa, you join a family-owned company with an international reach, where teamwork, innovation, and passion for our products are at the heart of everything we do. Working with us gives you the opportunity to develop your skills, take on exciting challenges, and collaborate with colleagues from diverse and inspiring backgrounds.

🍷 Join the Lutosa adventure and become part of our story!

## Function

As an IT PMO Lead, your role is to lead and manage complex IT portfolios, programs, and projects, with a focus on driving sustainable change management and continuous improvement. The ideal candidate will leverage strong experience in establishing and enhancing PMOs, leading process improvements, and optimizing portfolios to achieve business objectives. Effective communication, cross-functional collaboration, and problem-solving skills are essential for success in this role. A deep understanding of methodologies, tools, and managing diverse teams and stakeholders will be critical to deliver results.

## Key Responsibilities

**IT Portfolio Management:** Oversee and guide the trend of the organization's IT project portfolio, manage the portfolio, and ensure it is aligned with the company's strategic objectives, balanced in terms of risk and return, and composed of a diversified set of projects.

### Main Tasks:

- ✓ **Portfolio & Program Management:** Manage the IT project portfolio and ensure alignment with the organization's strategic objectives while delivering the desired outcomes.
- ✓ **Risk Management:** Identify and manage portfolio risks, ensuring risk is balanced with returns.
- ✓ **Project Prioritization:** Prioritize projects in the portfolio based on strategic importance and organizational impact.
- ✓ **Resource Allocation & Budget Management:** Efficiently allocate resources across the portfolio to ensure projects are delivered on time, within budget, and to the expected quality.
- ✓ **Reporting & Performance Assessment:** Provide accurate and regular reporting to stakeholders on portfolio status, including progress reports and risk assessments. Establish metrics and KPIs to measure the

effectiveness of change initiatives and provide regular feedback.

- ✓ **Continuous Improvement:** Drive continuous improvement and innovation in IT project delivery.
- ✓ **Collaboration:** Work closely with stakeholders and teams to align project objectives with the organization's overall strategy.
- ✓ **Change Management:** Assess the impact of proposed changes on stakeholders, business units, processes, and systems to develop targeted mitigation plans. Work directly with leaders across functions and geographies to ensure adoption and sustainability of change. Develop clear and effective communication plans to convey the purpose, nature, and benefits of changes, fostering understanding and buy-in at all levels.
- ✓ **Training and Development:** Collaborate with training teams to design and deliver programs that equip employees with the skills necessary to adapt to new processes or systems.

## Health, Safety, and Environment (HSE)

**Safety and Prevention:** Ensure your own safety and that of your colleagues in accordance with company rules:

- ✓ Participate in the analysis of accidents, incidents, and workplace risks
- ✓ Attend mandatory training sessions
- ✓ Actively contribute to the prevention policy:
  - ✓ Report hazards and anomalies using the "Reporting hazards" booklet
  - ✓ Conduct behavioral observations and report unsafe behaviors (BOS)

**Environment and Energy:** Comply with environmental and energy protection rules:

- ✓ Demonstrate exemplary behavior (waste sorting, discharge control, rational use of water and energy: steam, electricity, compressed air...)
- ✓ Be proactive in implementing improvement measures
- ✓ Report bad practices

**Quality and Food Safety:** Comply with internal procedures, applicable standards (BRC, HACCP, etc.), and food safety instructions. Immediately report any situation that may compromise product safety or compliance and actively participate in corrective actions and mandatory training.

# Profile

## Professional Experience

- ✓ Minimum 15 years of experience in leading IT portfolios, programs, and projects, with proven expertise in managing and directing complex portfolios, programs, and projects. Experience in change management is mandatory.

## Education

- ✓ Bachelor's or Master's degree in Computer Science, Information Technology, Engineering, or a related field.

## Soft Skills

- ✓ Excellent communication, analytical, presentation, problem-solving, and interpersonal skills
- ✓ Ability to influence and build relationships at all levels of the organization
- ✓ Proficiency in project management and change management tools
- ✓ Certifications such as PMP, PfMP, Prosci, CMQ/OE, or equivalent are an advantage

# Language

English and French

# Offer

## Why join us? 🍷

Joining Lutosa is much more than just a job:

- ✓ A varied and rewarding role within a market-leading company, part of an international group (McCain)
- ✓ A pleasant working environment, in a dynamic team that is always focused on innovation
- ✓ Real opportunities for training and career development to grow your skills and build your future
- ✓ An attractive salary package, complemented by additional benefits such as: company car + fuel/electric card, representation expenses, bonus, CTT90 bonus, group and hospitalization insurance, meal vouchers, eco vouchers, teleworking, ...

