

## Bedrijfsgegevens



Shell

## De recruiter



**Germaine Cooman**

Source

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## IT Programme Management

Functie	IT Programme Management
Locatie	Den Haag
Uren per week	40 uren per week
Looptijd	31.10.2022 - 30.12.2023
Opdrachtnummer	120043
Sluitingstijd	30.12.2023

## Rolomschrijving en taakafspraken

Het CV en de motivatie dienen aangeboden te worden in het Engels.

Het CV dient in een Word format aangeleverd te worden.

The Contingent Workforce Program is newly established within Digital HR, part of the HR Operations and Employee Experience Team. Our Mandate is to deliver the transformation necessary for Shell to realize strategic workforce optimization through disciplined management of the cost and risk associated with our 3rd party contractors. This requires simplifying our IT landscape, data and processes, including sourcing strategy and commercial models, improve the user experience for Managers, Contingent Workers & supporting functions

About the Role:

As the Programme Manager, you are expected to take accountability for the end-to-end conception to delivery of the Contingent Workforce Program

Streamline the ways of working, processes, tasks and activities such that they integrate and align with the HR and CP digital roadmaps.

You will be expected to:

- Plan, execute, control and deliver a program, consisting of several projects, workstreams, at various stages
- Agree and deliver a body of work, organised into programmes, projects and workstreams to agreed time, cost, quality, risk and benefit profiles
- Work with a budget of \$30 - 60M, across all aspects of the project lifecycle adhering to the Shell Project Delivery Framework (PDF) methodology and other standards at Shell
- Manage large, diverse and distributed teams and collaborate actively with the IDTM, IT Delivery manager, PMO, Project managers, Horizontal and experience workstream leads, etc
- Analyse variances against plan to assess trends threatening agreed scope, time, cost, and quality commitments
- Provide business stakeholders with credible data and insights into Project progress, high level tasks and issues, PDF compliance and spend.
- Provide expertise and guidance pertaining to Project and work planning, Shell ways of working, etc

Path to success for this role:

- Quickly build and leverage relationships with senior sponsors (VP and above) and key stakeholders and understand their strategic priorities.
- Assess programme risks and evaluate trade-offs between cost, time, quality, risk and ultimately benefit, continuously managing the business cases of constituent workstream projects;
- Integrate programme goals and business context at all stages of the programme lifecycle, and particularly when responding to challenges and change;
- Ensure that all deliverables, whether software, hardware, processes, products or business change are fit for purpose, meet all relevant requirements and are effectively
- Take calculated risks and apply judgment at across the programme and business to make timely decisions that will maximize value; transitioned to support and business-as-usual;
- Ensure that the business value intended by the work is explicit, agreed and delivered.
- Create bespoke governance approaches that work across the Group, balancing the need for controls with the challenges of enterprise-wide stakeholders;
- Create and deliver relevant and impactful communications for diverse audiences (executives, consumers, staff across all Lines of Business);
- Assume a leadership role within the cross-organisational natural team, ensuring that delivery teams collaborate effectively with business IT, the impacted businesses and the wider stakeholders
- Motivate and lead programme and business teams through periods of uncertainty, while removing barriers so that the team can complete its objectives while managing pressure;
- Mentor more junior members of staff, lead improvement initiatives, and lead assurance reviews.

Leadership Traits: Ability to adopt and impart the following values:

- Live our values and goal zero -

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