

JOB ADVERTISEMENT

Ready to lead meaningful transformation in a fast-evolving international group? Unibra S.A. is looking for an enthusiastic and forward-thinking **Digital Transformation Manager** to join its growing team.

About Unibra

Founded in 1960, Unibra S.A. is a family-owned holding company that has grown over the decades into a key player in two sectors: brewing and real estate.

Unibra's brewing activity is internationally recognised, while staying true to its Belgian heritage — blending craftsmanship, authenticity, and innovation to bring characterful flavours to market.

In parallel, Unibra has built a strong position in real estate, focused on office rentals and the development of ambitious, high-quality projects across Belgium and Luxembourg.

Every day, Unibra S.A.'s team is driven by strong values: teamwork, respect and inclusion, impact, and pride in a job well done. These principles are at the heart of everything we do.

Your Role

As Digital Transformation Manager, you will guide and shape Unibra's transformation across its two main business areas: real estate and brewing. This is more than a digital role; it involves rethinking how the group operates by streamlining processes, improving collaboration, and enabling long-term agility and value creation.

Acting as a strategic partner alongside key stakeholders, you will translate Unibra's ambitions into clear and actionable initiatives that enhance operational efficiency, support data-driven decision-making, and foster a more connected and digital-first culture across teams, systems, and customer touchpoints.

You will be a key driver of change, helping the organisation navigate complexity and work more effectively together while ensuring the smooth integration and adoption of new ways of working by both internal teams and external collaborators.

Responsibilities

Non exhaustive list of main duties:

Digital Strategy & Governance

- Define and implement a 3–5 year digital transformation roadmap in line with the IT Master Plan.
- Lead prioritization, planning, budgeting, and KPI-setting across business lines.
- Establish a group-wide digital governance framework (committees, roles, documentation, reporting).

Project Leadership

- Oversee the planning and execution of key digital transformation initiatives across collaboration, ERP integration, CRM, reporting, and vendor management.
- Facilitate collaboration across teams to ensure initiatives are delivered efficiently and with lasting impact.

Organizational Development & Change Management

- Promote a digital-first mindset through coaching, training, communication, and a test & learn approach
- Drive behavioral change across countries, cultures, and business units.
- Define and monitor adoption KPIs to ensure measurable progress.

Technology Oversight

- Supervise the transition of critical systems to the cloud with attention to compatibility and security.
- Ensure the rationalization and standardization of the digital ecosystem.

Efficiency & Value Creation

- Identify and implement opportunities to enhance operational efficiency and strengthen collaboration across the group.
- Help transform how work is done—accelerating decision-making, empowering teams, and boosting profitability.

Your profile

- You are experienced with 5+ years in digital transformation, strategic consulting, or organizational change.
- You excel at leading cross-functional programs and collaborating effectively across diverse cultures.
- You are a strong strategic thinker and able to structure initiatives
- You have a solid understanding of digital tools and ecosystems to support transformation efforts.
- You are experienced in customer- and user-centric transformation
- You are willing and able to travel frequently, especially in Rwanda.
- You are fluent in French and English
- You are proactive and can work independently.
- You are a real team player and have excellent communication skills.

What we offer you

Unibra S.A. is a dynamic, family-owned business that puts people at the heart of our operations. We strive to focus on human potential, driven by the ideas, energy, and commitment of our employees. This is why we offer comprehensive benefits that promote the mental, physical, and financial well-being of all our staff. In this role, you will be part of a great adventure, with the potential to transform both your career and our company.

How to apply

Send your CV and cover letter by email to the following address hr@unibra.com.

Please note that only shortlisted candidates will be contacted.