

About Kekst CNC

Kekst CNC is a global strategic communications firm that specializes in protecting and enhancing reputations. From 15 locations around the globe, our team of 250 professionals provides expert communications counsel, informed by judgment, insights and data-led analysis.

We apply our communications expertise across high-stakes corporate, financial, and political matters, helping businesses communicate effectively through periods of disruption, transformation and growth. Kekst CNC is part of the Publicis Groupe.

For more information, visit www.kekstcnc.com

To support our growth and global offices, we are hiring a full-time

Director – Internal, Change & Transformation Communications (m/f/d) London

Purpose and Scope of Role

We are looking for an experienced and highly accomplished communications practitioner with expertise in internal, change and transformation communications. This newly created role will see the individual join our London and wider global management team and further develop our 'People Communications' client offer and proposition as we seek to build a market leading specialism in the field internal, change and transformation communications.

The successful candidate will translate our client's strategic business objectives into effective internal communication and engagement strategies. They will develop and implement innovative, integrated communications strategies across all elements of internal communications allowing our clients to better engage with their people across all subjects and disciplines, from DEI to executive leadership.

The selected candidate will play a major part in maintaining, developing and extending our client relationships as well as help build the consultancy's internal communications credentials and capabilities in London whilst working with our colleagues across our 15 offices and core markets.

The ideal candidate will have the ability to inspire, challenge and to build confidence in clients, client stakeholders and internal client service teams and secondary stakeholders. The individual will play a pivotal role at the heart of one of the world's fastest growing consultancies, working in an entrepreneurial environment and forming part of a strong global team.

Main Responsibilities:

- **Build Trusted Relationships & Manage Client Accounts:** Build strong and lasting networks with clients, referrals, influencers and prospects. Provide strategic counsel and guidance to senior business leaders confidently and maturely on all matters relating to internal communications, e.g.:
 - Provide a data-driven perspective to help guide communications strategies that produce demonstrable outcomes. You will help executives and organisations deliver written and spoken communications in a way that resonates and builds trust with their people.
 - Create and manage channels to help stakeholders effectively reach their audience, share information, and listen to feedback.

- **Business Development:** Develop and expand client relationships; identify potential leads and areas of growth within existing clients as well as broader new business leads. Challenge clients to review and assess their internal communications strategies to ensure that they deliver on their business objectives.
- **Communications & Marketing:** Write and initiate thought-leadership articles and blogs for the consultancy on relevant and timely topics relating to internal communications, which will provoke engagement from clients and potential clients. Drive marketing initiatives including networking with key referral sources, attending networking events and conferences.
- **Leadership & Knowledge sharing:** Provide mentoring and coaching to junior team members; support their development and be a source of constructive feedback, knowledge share, ideas and experience. Project team lead for internal communications project workstreams, managing timeline, budgeting, staffing and reporting. Responsibility for driving the in-house knowledge building for sustainability mandates across Kekst CNC's global offices through in-house training, sharing of market research etc.

Requirements:

- Multiple years communications experience as a project lead for internal communications mandates in a communications consulting practice, and/or as Head/Deputy Director of Internal Communications for an organisation at the size of a FTSE 100 company or equivalent.
- Extensive communications experience in creating and executing internal communications and engagement programmes and campaigns.
- Deep understanding of the employee audience groups, channels and tools to effectively and impactfully get messaging across.
- Solid knowledge and experience working on people critical topics from DEI to Future of Work and from employee engagement to employee advocacy
- Proven, authentic client relationship skills and ability to advise C-suite and senior management teams with confidence and good judgment and provide advice that reflects an understanding of their business, leadership style and objectives.
- Demonstrated ability to create high-quality work and meet multiple deadlines, calmly in a dynamic, fast-paced environment.
- Self-starter with entrepreneurial thinking and creative ideas.
- Excellent knowledge of current trends, regulations and reporting, research and trends related to employment and employee communications.
- Good level of knowledge in budget planning, reporting and controlling.
- Mature, results-oriented, and able to work independently, while also leading and working closely with client teams.
- Good analytical skills and ability to work with and quickly understand key insights from data, research and polling.
- Excellent communications skills in English; additional languages in German and/or Swedish are a plus.
- The role is conditional on you having, or obtaining, the right to work in the UK.

What we offer

Kekst CNC offers an inspiring working environment, characterised by a high level of professionalism, cutting-edge data insights and polling research, challenging projects and open corporate culture. This an opportunity to be part of a global network and work in a dynamic team where creative and entrepreneurial freedom is coupled with short, fast decision-making processes. You will be assigned a professional development advisor in our Partner group to support your development into a Partner role. In addition to exciting development opportunities, we offer a competitive salary, bonus scheme, private health insurance, employee assistance program, flexible public holiday policy so you can celebrate the days which are special to you without having to comprise your own holiday allowance, volunteering hours, wellbeing programme and much more!

**Please send your resume and cover letter, or any questions related to the role,
to the following e-mail address: career-emea@kekstcnc.com**

The recruitment process will consist of several steps such as interviews and creating a business proposal. We look forward to your application!

Kekst CNC is an Equal Opportunity Employer. All qualified applicants will receive considerations for employment without regard to race, colour, age, religion / belief, sex, sexual orientation, gender identity / expression, national origin, disability, marriage and civil partnership status, pregnancy and maternity status, or any other characteristic protected under EU, state or local law, where applicable.