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Transformation Project Leader – 6 Month Fixed Term Contract

We are seeking a proactive and results-driven **Transformation Project Leader** to lead the delivery of key strategic transformation initiatives across the organisation. In this role, you will be responsible for driving complex change products that align with business objectives, deliver measurable outcomes, and support long-term organisational growth.

Working collaboratively with stakeholders across multiple functions, you will oversee project planning and execution, manage risks and dependencies, and ensure the successful implementation and adoption of new processes, systems, and ways of working. This is an exciting opportunity for an experienced project professional to play a pivotal role in shaping organisational change and delivering lasting business value.

We see this role as being full-time on a 6-month contract. Ideally, we would like this role to be based in Edinburgh/Dundee, on a hybrid basis to allow for regular interaction with the wider business and colleagues in other departments.

Why Bright Ascension?

We are a fast growing, innovative company changing the way that software is developed in the space industry. With customers across the world, ranging from universities and space agencies, to commercial organisations and start-ups, our core technologies enable our customers to develop and operate space-based systems and services faster, more cost effectively and more reliably.

Innovation is at the heart of what we do, and it is our team that drives that innovation. We are committed to creating a culture where every individual has the opportunity to make an impact and help shape our future success. With offices in Dundee, Edinburgh and Bristol we now have more than 60 members of staff and plans to expand significantly over the next 12 months. We are at a very exciting time in our ambitious growth plans and have fantastic opportunities for talented individuals to join our team.

Our Values

We worked together to identify and shape the values that underpin everything we do, our actions, our vision and all things Bright Ascension.

Passion and Innovation

Enjoy what you do and have fun. Be curious and be fearless. Unconventional ideas and passion are the paths to true innovation.

Teamwork and Collaboration

Sharing knowledge helps the team thrive. Start a dialogue and win through teamwork. Success comes through collaboration and support.

Respect and Integrity

Recognise differences and accept opinions. Integrity, respect and high standards create unbreakable trust and builds reputation.

What you will do

As a member of the Business Support team your key responsibilities would be:

Transformation Strategy Delivery

- Lead the planning and delivery of the transformation initiative aligned to the organisation's strategic objectives.
- Translate strategic goals into structured projects with clear deliverables and outcomes.
- Support the development and execution of transformation roadmaps and implementation plans.
- Identify opportunities for operational improvement, process optimisation, and organisational effectiveness.

Project Management

- Establish and maintain robust project governance frameworks.
- Develop project plans, timelines, budgets, resource requirements, and success measures.
- Monitor project performance against milestones, budgets, and agreed benefits.
- Manage project dependencies and coordinate cross-functional activities.
- Ensure transformation projects are delivered on time, within scope, and within budget.

Stakeholder Management

- Build strong relationships with senior leaders, department heads, and key stakeholders.
- Facilitate workshops, steering groups, and project governance meetings.
- Provide regular reporting and updates to executive sponsors and leadership teams.
- Influence and engage stakeholders to drive commitment and accountability.

Change Management

- Partner with business leaders to support organisational change initiatives.
- Assess change impacts and develop appropriate mitigation and communication plans.
- Ensure business readiness and successful adoption of new processes, systems, and operating models.
- Promote a culture of continuous improvement and transformation.

Risk & Governance

- Identify, assess, and manage project risks.
- Escalate issues and risks appropriately, providing recommendations for resolution.

- Ensure compliance with organisational governance standards and project management methodologies.
- Track and report transformation benefits and outcomes.

Performance & Benefits Realisation

- Define and monitor key performance indicators (KPIs) for transformation initiatives.
- Measure and report on business benefits, efficiencies, and return on investment.
- Conduct post-implementation reviews and capture lessons learned.
- Drive continuous improvement in project delivery and transformation practices.

Key Accountabilities

- Successful delivery of strategic transformation projects.
- Achievement of planned business benefits and organisational outcomes.
- Effective stakeholder engagement and communication.
- Maintenance of project governance and reporting standards.
- Support for organisational change and adoption.
- Identification and mitigation of programme risks.

Essential skills and experience

We see experience with the following as essential to the job:

- Proven experience delivering complex transformation, change, or business improvement projects.
- Strong project management experience in a multi-stakeholder environment.
- Experience managing cross-functional initiatives and influencing senior leaders.
- Experience managing project budgets, risks, and governance processes.
- Ability to manage multiple priorities and deliver results.
- Project Management certification (Prince2, AgilePM, PMP, MSP or equivalent).

Personal skills

We're especially looking for someone who has:

- Excellent stakeholder engagement and communication skills.

- Strong analytical and problem-solving capabilities.
- A proactive, outcome focused and pragmatic mindset.
- Collaborative leadership skills, working effectively across functions

Desirable skills and experience

We think that the following skills would definitely be valuable in this role:

- Experience establishing or working within a Transformation Office or PMO.
- Knowledge of organisational design, operational excellence, or process improvement methodologies.
- Experience with digital transformation, system implementations, or business change projects.
- Experience of benefits realisation and performance measurement.
- Change Management certification (Prosci, APMG Change Management, or equivalent).
- Relevant business, operational, or strategic transformation qualification.

Additional Criteria/information

Key Competencies:

- Strategic Thinking
- Leadership and Influencing
- Change Leadership
- Stakeholder Management
- Planning and Organisation
- Decision Making
- Communication and Presentation Skills
- Problem Solving
- Risk Management
- Results Driven

What we can offer you

- A competitive salary in the range of £40k-£60k pro rata depending on experience, with regular reviews.
- A fantastic opportunity to join a growing, innovative, employee-centred business pushing boundaries in the space industry.

- Flexible hours and hybrid working, enabling you to create your ideal work life balance.
- 36 days paid holiday per annum – pro rata.
- 6% employer pension contribution.
- Enhanced Company Sick Pay and Long-Term Sickness cover.
- A Health Cash Plan to cover costs such as dental, physio and optical.
- Life Assurance cover (x4 salary).
- Enhanced maternity, paternity and adoption pay.
- Opportunities for international travel for exhibitions and trade shows.
- Investment in you and your skill development and the opportunity to attend relevant events and conferences to aid career / skill development.
- Company events and regular activities for social engagement and team building.
- An open, supportive, inclusive environment where you can explore your ideas and make a big difference to the product and business.

To apply please send your CV along with a Cover Letter to careers@brightascension.com

All applicants must be UK based and have the right to work in the UK.

We are working with trusted recruitment partners, no agency enquiries please.

Read more: www.brightascension.com