Head of Digital Transformation CDMO Pharma (f/m/d)

for the site Starnberg (Percha), Germany

Would you like to make a valuable contribution to the health of patients? And do something really meaningful on your own responsibility? Then we look forward to hearing from you! Excellence beyond manufacturing - that's what we stand for as Aenova, one of the world's leading contract manufacturers and developers for the pharmaceutical industry with 4,000 employees at 15 sites. Our site in Starnberg is the headquarters of the Aenova Group.

Your key responsibilities

As Head of Digital Transformation (f/m/d), you will define and execute a holistic digital strategy spanning data, AI, platforms, and operating models, working closely with the executive leadership team to modernize the technology landscape and build scalable digital capabilities across the organization. Reporting to the CEO, this role is designed for leaders from top-tier tech companies or leading consulting firms who excel at the intersection of strategy and execution.

Success is measured by tangible business impact, including revenue growth from digital initiatives, cost efficiencies through automation, and improved customer experience and time-to-market, as well as the effective adoption of cloud, data, and AI technologies and progress in organizational agility and global standardization.

Where do we stand:

- The organizational foundation is in place; the focus now is on stabilizing and further developing the AI set-up
- AI Champions have been appointed across the sites, and initial use cases are in development, with some close to go-live

Next steps:

- Further develop the organization, identify high-value use cases, and drive their implementation into production
- Define and use key KPIs to assess the value, prioritization, and impact of AI use cases
- Own and drive large-scale initiatives across Big Data, AI/ML such as data platform modernization, AI adoption and process digitization
- Build and scale modern data architectures, including data lakes, data warehouses, and real-time pipelines
- Partner with C-level stakeholders to align digital initiatives with business goals and needs
- Lead cross-functional teams spanning engineering, development, operations, quality etc.
- Introduce best-in-class, agile, product and platform operating models
- Evaluate emerging technologies and integrate them into the organization where relevant
- Manage external partners, including consulting firms and technology vendors

Your profile

- The ideal candidate has a proven track record of establishing AI organizations, either in a leadership role or as a key contributor (ideally within global technology companies or top-tier consulting firms with exposure to enterprise transformation projects)
- Strong background in Big Data ecosystems (e.g. distributed processing, data engineering, analytics platforms)
- Deep expertise in Artificial Intelligence / Machine Learning, including practical implementation at scale
- Hands-on experience with data warehousing solutions and modern cloud platforms (e.g. Azure, GCP)
- Track record of delivering complex, cross-functional transformation and change programs (with remarkable impact on

revenue growth, cost efficiency, time to market, improved NPS, data quality etc.)

- Experienced in fast-paced, high-stakes environments, with a proven track record of operating across multiple sites and driving initiatives with global reach
- Strategic and entrepreneurial mindset combined with strong execution capabilities
- Exceptional stakeholder management and communication skills
- Solid understanding of data governance, security and regulatory requirements
- Excellent written and spoken English skills

Your motivation

Are you looking for new challenges in a highly competitive environment? And you want to tackle them creatively and on your own responsibility? Do you prefer a "get-it-done" culture and think in terms of solutions rather than problems? What are you waiting for? We would be happy to explain our corporate benefits in a personal conversation!

Apply now

If you have any questions, I - Melanie Rümmele / Human Resources - will be happy to help you: +49 151 57915557

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