



## Deputy CIO / IT Transformation Lead

**Location:** Brussels

**Are you ready to take your career to the next level?**

**Do you thrive in environments that challenge and inspire you?**

**Would you like to grow within a team that values both excellence and enjoyment at work?**

Taleo Consulting is an international management consulting group with offices in **France, Luxembourg, Belgium, The Netherlands, Switzerland, Spain, Singapore, Portugal, and Italy.**

We've grown into a team of **450+ talented professionals** across **10 offices worldwide**, partnering with leading organizations in **Financial, Life Sciences, Retail, and Energy** - Sectors, to drive transformation and deliver lasting impact.

At Taleo, you'll find more than just a job. You'll join a community of ambitious consultants who share a passion for growth, innovation, and teamwork. Together, we create an environment where you can develop your skills, take on new challenges, and truly make a difference.

### What Will You Do?

At Taleo Consulting, we believe that **our growth starts with our people**. When our consultants thrive, so do our clients.

Motivated, curious, and passionate professionals make a real impact, not only on their own careers but also on the success of the organizations they support.

We're looking for individuals who **embody our values** and help us foster strong, trust-based relationships with both our **clients** and our **teams across the globe**.

Our success is built on the **talent, collaboration, and commitment** of our people and we're now looking for **an IT Transformation Lead** to join our journey.

### Background

A leading public university hospital in Brussels, is undertaking a major transformation of its information system to better support medical, operational, and administrative activities.



In this context, the Information Systems Department is launching a mission to transform the operational model of its IT department and is seeking a Deputy CIO / IT Transformation Lead to structure IT request management, improve project delivery, and strengthen the overall performance of the IT department.

The consultant will work in direct support of the CIO, playing a key role in structuring the IT department's operations and improving the overall performance of the Build, Run, and Enable activities.

## **Mission**

The mission consists of **structuring the flow of IT requests, improving project portfolio management**, and evolving the IT department's delivery model to strengthen its ability to effectively select, prioritize, and deliver IT initiatives.

Beyond project management, the role also aims to **improve the organization and overall performance of IT activities** by strengthening consistency and coordination between the Build, Run, and Enable functions.

The goal is to enable the IT department to **gain visibility, improve delivery efficiency, and enhance control** over its hospital information system within a complex and demanding operational environment.

## **Key Responsibilities**

- Structuring the IT Request Workflow (Demand Management)
- Establish a structured process for managing IT requests, from the initial expression of a need through to the decision to launch
- Clarify the procedures for submitting, analyzing, and qualifying requests
- Structure the scoping phases of IT initiatives (objectives, business value, effort estimates)
- Establish transparent prioritization mechanisms aligned with business priorities and IT department capabilities
- Management and steering of the IT project portfolio
- Structure and steer a coherent and prioritized IT project portfolio
- Establish or optimize portfolio governance and monitoring bodies
- Improve visibility into project progress for business departments
- Ensure consistent resource allocation based on priorities



- Transforming the IT Delivery Model
- Evolving IT project delivery and management methods
- Clarifying roles and responsibilities in projects (IT, business units, vendors)
- Implement structured practices for project management, reporting, and risk management
- Improve coordination between Build, Run, and Enable activities
- Structure the relationship with business units
- Structure interactions between the IT department and business units
- Establish mechanisms for regular dialogue on priorities and projects
- Improve transparency regarding projects, priorities, and delivery capabilities
- Facilitate trade-offs between business needs and operational constraints
- Oversee delivery by external partners
- Strengthen control over delivery by IT partners and suppliers
- Structure procedures for monitoring supplier commitments and performance
- Clarify responsibilities between internal teams and service providers
- Reduce external dependency in project structuring and management
- Developing the IT department's operational maturity
- Supporting project managers and application managers in evolving their practices
- Implementing common management methods and tools
- Strengthening the culture of delivery, accountability, and service
- Contributing to the evolution of the IT department's operational model to improve the overall performance of IT activities

#### **Duration of the assignment:**

The assignment is part of a long-term transformation of the IT department.

An initial 6-month contract will be established, with the possibility of renewal for successive 6-month periods. The assignment is intended to be medium-term and could span approximately one year, with the possibility of being extended to two or three years

#### **Required Expertise of Senior Chief Information Officer (CIO)**

- Led IT governance and demand management (**Expert, current year experience**)
- Managed IT project and program portfolios (**Expert, current year experience**)
- Drove executive stakeholder and business relationship management (**Expert, current year experience**)
- Oversaw enterprise programs and strategic IT initiatives (**Advanced, current year experience**)



- Directed vendor and service delivery management (**Advanced, current year experience**)
- Led organizational change and IT transformation initiatives (**Advanced, 1–3 years experience**)
- Designed and implemented IT operating and delivery models (**Advanced, 1–3 years experience**)
- Managed IT service management frameworks (ITIL / ITSM) (**Advanced, 1–3 years experience**)

### Languages

- Dutch – Native / Bilingual
- French – Native / Bilingual
- English – Professional working proficiency

### Why should you join us?

By joining Taleo, you'll become part of a **talented, international, and dynamic team**. You'll benefit from **real career growth opportunities**, continuous learning, and the chance to build **long-lasting relationships** across borders and industries.

If you recognize yourself in this description and are ready to grow with a company that values ambition, collaboration, and excellence, let's connect.

**Share your CV and take the next step in your journey with Taleo**

