

Dstny – Strategy & Transformation Manager

About the role...

At Dstny, strategy is closely connected to action. As a Strategy & Transformation Analyst, you join a team that sits at the heart of how the company grows, transforms and makes decisions.

Based at our headquarters in Zaventem, this role offers direct exposure to senior leadership and meaningful involvement in initiatives that shape Dstny's future as a leading European cloud communications provider. The scope is broad and impactful, ranging from market and competitive analysis to business case development, transformation execution and executive decision support.

Rather than operating in the background, this position comes with **real ownership**. You take **responsibility for defined workstreams, contribute actively to cross-functional initiatives and play a visible role in shaping outcomes**. For professionals with a strong consulting foundation who want to apply their skills in a dynamic, entrepreneurial environment, **this role offers both challenge and tangible impact**.

What you'll be involved in

- Strategic projects are supported through robust analytical work, including market sizing, competitive positioning, financial modelling and scenario planning.
- **Transformation initiatives are driven end-to-end**, from initial scoping through execution and follow-up.
- Clear and compelling storylines and materials are prepared for executive management and board-level discussions.
- Structured research is conducted on markets, partners, technology trends and benchmark business models.
- Cross-border initiatives are supported across Dstny's seven European markets, in close collaboration with local and central stakeholders.
- Complex and ambiguous topics are translated into structured frameworks, options and actionable recommendations.
- Close collaboration is maintained with colleagues across product, commercial, finance and operations.

What we are looking for...

- Three to five years of experience in a top-tier management consultancy or a comparable strategy-driven environment.
- **Exceptional analytical skills**, with confidence working on financial models, data analysis and quantitative problem-solving.
- **Structured and effective communication skills**, both written and verbal, suited to senior and executive audiences.
- Highly driven and efficient, with a proven ability to turn strategic thinking into clear, compelling presentations, concrete workstreams and actionable roadmaps.
- Proven ability to manage multiple workstreams in parallel with a high level of autonomy.
- A **strong ownership mindset**, taking topics from ambiguity through to resolution.

- Intellectual curiosity and a genuine interest in technology, platforms and scaling businesses.
- Comfort working across cultures and geographies in a fast-moving, international context.
- A pragmatic approach, with a good sense of when speed matters and when precision is required.
- English is required as working language, Dutch & French are a plus.

What we offer you...

- A challenging job in a fast-growing company where you can also grow yourself (with plenty of room for training)
- A competitive salary, including an eco-friendly company car with fuel/charging card or an interesting flexible mobility budget.
- Electronic meal vouchers, health insurance.
- Seniority days: extra vacation days based on your seniority (1 day every 3 years, up to a maximum of 4 days)
- Flex Income Plan: tailor extra advantages using your budget of your 13th month
- Access to Benefits@Work: enjoy discounts at a wide range of popular brands and retailers
- Flexible working hours, with the possibility of remote work. Because in digitalization, we should set a good example, right?
- A pleasant working environment in a renewed Dstny house, customized to the wishes of our Destinians.
- A great team of colleagues and wonderful customers.
- A friendly atmosphere with regular fun team-building activities or company events.
- Always fresh soup, fruit, and delicious coffee.

Why Dstny

Dstny is a fast-growing European cloud communications provider, headquartered in Brussels, with around 1,000 employees across seven countries and more than three million business users. Founded in 2008, the company has grown into a €250M+ revenue group and is widely recognised as a UCaaS leader in Europe.

Dstny combines strong momentum with an entrepreneurial, low-hierarchy culture. Strategy is closely linked to execution, and the Strategy & Transformation team plays a central role in the company's most impactful decisions. At this stage of growth, individual contributions are visible, meaningful and used to drive real outcomes.

<https://dstny.com/>