

Change and Leadership Communication Lead

We're looking for a Change and Leadership Communication Lead to help shape the future of business messaging at LINK Mobility - Europe's leading mobile messaging and CPaaS provider.

At LINK, we power communication that keeps everyday life moving. From flight check-ins and delivery alerts to SMS authentication, WhatsApp support messages, and mobile coupons - chances are you've already interacted with our technology without even knowing it.

We help businesses engage and delight customers through scalable, end-to-end communication solutions.

This is an exciting moment to join LINK. The mobile communications industry is evolving fast, and we're expanding our award-winning CPaaS offerings to match the pace of innovation.

ABOUT THE ROLE

As the company grows, this role ensures that strategy, priorities, and decisions are clearly structured, communicated, and consistently implemented through disciplined execution. Embedded in leadership forums and working closely with the Global Leadership Team, you will act as a trusted sparring partner, using communication, analysis, and follow-through to turn leadership discussions into aligned action across the organization.

This is a newly established, communication-led execution role developed in close collaboration with the CHRO. It combines internal communication, change and transformation consulting, and culture reinforcement, with a strong emphasis on leadership advisory, prioritization, and rigorous execution of strategic decisions.

KEY RESPONSIBILITIES

- Act as a trusted sparring partner to senior leaders by helping structure complex topics, sharpen narratives, and clarify trade-offs ahead of decisions and communication
- Support leadership forums by framing issues, preparing decision and communication material, clarifying outcomes, and defining execution and follow-up requirements
- Translate strategy and leadership decisions into clear narratives, priorities, and execution logic that drive alignment and action
- Apply a consulting mindset to change and transformation initiatives by diagnosing communication, alignment, and execution gaps and recommending practical improvements
- Develop and deliver high-quality internal communication linked to strategy, change initiatives, and execution milestones
- Simplify complex transformations into coherent, credible messages without losing substance or nuance
- Drive disciplined follow-up on leadership decisions by clarifying ownership, sequencing, milestones, and communication cadence
- Lead and contribute to cross-functional initiatives, influencing senior stakeholders through insight, structure, and clarity rather than formal authority
- Capture organizational questions, themes, and feedback, synthesize insights, and advise leaders on how to address them effectively

The role requires strong judgment, the ability to challenge leaders constructively, and a pragmatic focus on execution.

Success in the role will be measured by sharper leadership communication, stronger alignment across teams, clearer decision cascades, and visible progress on strategic priorities.

REQUIRED EXPERIENCE AND SKILLS

- 8+ years of relevant experience in internal communication, change/transformation projects, consulting, HR, or similar roles, ideally in complex or international organizations.
- Structured, hands-on, and comfortable working closely with senior leaders.
- Able to move seamlessly from discussion to execution and reliable follow-up.
- Communicates clearly and confidently in English (native proficiency), both written and verbal.
- Skilled at simplifying complex topics without losing substance.
- Understands the human side of change and how communication builds trust, engagement, and execution.

- Proven ability to manage cross-functional projects and influence senior stakeholders
- Master's degree in business, communication, organizational psychology, or related field preferred.

OPTIONAL SUPERPOWERS

- **Cross-cultural awareness:** experience adapting communication for international, diverse teams.
- **Experience in Global/Matrix Organizations:** adept at navigating complex structures and aligning communications across regions and functions.
- **Agility & Adaptability:** thrives in fast-changing environments, juggling multiple priorities while keeping communications consistent.

WHY JOIN LINK

- A fast-moving, international environment with high autonomy and trust
- Real growth opportunities, mentorship, and learning support
- Access to our **Employee Share Purchase Program (20% discount on LINK stock)**
- The chance to work on products used by millions across Europe

Want to know more about our company culture? Check out our EVP:

[Employee Value Proposition](#)

LOCATION

Anywhere where LINK has offices

HOW TO APPLY

Ready to join us? Apply below - we hire when we find the right people

ABOUT LINK MOBILITY

LINK is publicly listed on the Oslo Stock Exchange. We continue to grow organically with strong recurring revenue as businesses shift toward mobile-first communication.

For more information, you can visit our website: [CPaaS Enterprise Communications: SMS, WhatsApp, RCS, Email](#)

DIVERSITY AND INCLUSION

Every employee matters at LINK. We do not tolerate discrimination of any kind. Diversity fuels our innovation, equity shapes our decisions, and inclusion defines our culture. From leadership to daily interactions, we're committed to creating a fair, respectful, and empowering environment for all.