

Change Management/ Organisational Development (multiple roles)

If changes do not unnerve you but instead inspire you to help others around you cope with and understand needed organisational, job roles and business changes, you might be the one we're looking for to fill our Change Management role.

Requirements of the role:

- Bachelor's degree in Business Management or Administration, Finance, Accounting, or related field.
- PROSCI training and certified.
- Good understanding of change management principles, techniques & tools.
- Ability to work across all levels of an organisation to help managers execute change in their teams and support them in the period of change.
- Effective facilitation and influencing skills.
- Strong stakeholder management skills.
- Conflict resolution and negotiation skills.
- Good listening and communications skills.
- Strong business acumen.
- Project management and planning skills.
- Analytical mindset and critical thinking.
- Able to cope with pressure.
- Good problem-solving skills.
- Team player & able to collaborate with others.
- Experience in the Engineering / Semi-conductor industry.

Responsibilities:

- Prepare the organisation for change to realise maximum benefits & ROI and to mitigate any negative impacts to both internal staff and external customers.
- Ensure a faster rate of adoption, minimise resistance to change when change management strategies are implemented.
- Developing change management plans for projects and/or change initiatives.
- Evaluating the impact of planned organisational change.
- Identifying risks and developing risk mitigation tactics.

- Identifying and managing anticipated resistance to change.
- Leading change management work streams with a structured methodology / process.
- Supporting development of communications relevant to change initiatives.
- Providing coaching and training to employees at all levels.
- Defining success metrics and measuring performance against these.
- Providing reporting and other updates to management and project teams.

If this JD interests you, drop us your resume/CV at hello@ppearl.com