

Organizational Change Management Lead

About Us:

Apriori Ressources Humaines inc. is a consultant firm specialized in the recruitment of IT professionals. Our unique approach is based on the quality of our interventions and our network of contacts in the IT industry. We value openness in all interactions and our interviews are conducted so we may properly understand your career path. We represent our clients and candidates with pride, integrity and transparency. **As a matter of fact, our goal is simple:** pair qualifications and career opportunities by creating lasting relationships and meeting all parties' expectations.

Our Client:

In total, our client, its divisions and subsidiaries employ more than 2,200 people in Quebec, Ontario, Western Labrador and the Atlantic provinces. You will be a member of the SAP Implementation Team (multi-modules) in your area of expertise. Our client offers a pension fund, excellent group benefits, a generous base salary as well as a special incentive earnings program which will be explained in details during your interview with us. The total remuneration package will surpass your expectations. Upon completion of the implementation (in approximately 2 years), the "New Dimension" tools will be attached to different modules, thereby enhancing the long-term challenge. You will not find a more exciting SAP career challenge in Montreal. Our client is offering you a great career opportunity.

Job Summary:

The successful candidate will be responsible for facilitating the rapid and effective adoption of new processes and technologies across our client's Group. This typically involves an assignment to a project and working with business sponsors and key business stakeholders to identify the requirements for organizational change management support. It also involves addressing all communication, training and end-user support requirements.

Key Responsibilities:

- Assess change management requirements for projects deploying new, or improved, technologies. Define high-level approach for change management using a risk based approach.
- Provide labor and material estimates for delivering the change management component of a project
- Perform detailed audience analysis and organization impact analysis. This includes risk assessment, role mapping/access and software/hardware usage assessments. These deliverables are completed in conjunction with project/business stakeholders.
- Develop sponsorship, communications, training and business engagement strategies

- Determine key performance metrics, business readiness and competency measures
- Develop detailed communication and training curriculum and either build or coordinate the work on the related materials
- Engage and guide the key business stakeholders to actively lead or support the adoption of the change
- Execute communications to build awareness, understanding and buy-in for change and conduct business readiness assessment
- Prepare trainers, coordinate logistics, deliver training and evaluate effectiveness
- Work with related stakeholders to develop end-user support plans (e.g. on-site support, war room support, telephone coaching, remote assistance, making on-line self-help available, etc), monitor behavior change/performance and complete knowledge transfer
- Apply, and ensure compliance with, all appropriate Project IT and OCM standards (eg. Security, Architecture, Project Delivery Methodology, etc.)
- Number of positions supervised to be determined according to project size and required OCM staff

Required Knowledge, Skills and Experience:

- University Graduate in Computer Science, MIS or related field (or equivalent experience)
- A minimum of 8 years experience
- Experience in at least 2 full project life cycle implementations
- Demonstrated ability to work in a collaborative team environment
- Strong experience and knowledge of change implementation principles and methodologies

Send your CV to droy@apriori-rh.com.



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Note:

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