

Change Management Advisor

BCI

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Candidate Profile: Change Management Advisor

Priority Criteria

Experience: The ideal candidate is an experienced change management specialist with specific experience leading, developing and executing change management programs in dynamic complex organizations. Is able to lead specific OCM workstreams and provide change management expertise for assigned projects and initiatives and support at a variety of levels, taking into consideration change planning, organizational alignment, communication, training, change leadership and other critical success factors.

Expertise: Brings a solid understanding of the change process and change management principles with experience developing and executing communications and training plans that support change efforts. Possesses facilitation experience with ability to design and execute working sessions to uncover change impacts. Brings solid understanding of project management methodology and project lifecycles. PROSCI or other equivalent change management certification would be a significant asset. Is technology adept.

Communication: A very strong communicator, both written and verbal, with an ability to express complex concepts in a clear and concise fashion to diverse audiences, senior management and stakeholders. Possesses strong writing skills and can write clearly, accurately and concisely, composing project, technical and other required documentation as required.

Relationship Building: Excellent interpersonal and relationship building skills. Possesses strong influencing skills and the ability to work effectively with all levels of stakeholders at all levels from Executive level to front line staff, including both employees and contractors. A highly collaborative team player.

Adaptability: Highly adaptable and embraces change and modifies their behaviour when appropriate to achieve organizational objectives. Effective in the face of ambiguity and understands and uses change management techniques to help ensure smooth transitions.

Organization & Planning: Brings strong organizational and planning skills that allow them to be highly productive and efficient. Manages time wisely and effectively prioritizes multiple competing tasks. Strong results orientation and follows through on tasks to ensure change activities are executed effectively.

Cultural Fit: Self-motivated and a self-starter. Ability to thrive in a culture of rigour, discipline and fiduciary responsibility with a fast pace, rapid change and high-performance standards. A strong role model who reflects BCI's culture of delegation, accountability, integrity and teamwork. Handles relationships with clients, peers and associates with respect and integrity. Possesses a high inner work standard and shows pride in their work and consistently strives to ensure work is complete within deadlines and that all work performed is of a high quality.

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