

Change Management Consultant

Centre for Learning and Program Excellence

Applicants are to clearly demonstrate how they satisfy the selection criteria in their written submissions and must identify the competition number they are applying for in the subject line of the email.

This competition may be used to establish a 12 month eligibility list of qualified candidates for future vacancies.

DUTIES

Reporting to the Manager, Organizational Development, the Change Management Consultant position exists to facilitate the planning and delivery of change projects across the College community by ensuring the objectives of the initiative, as well as desired business outcomes are met. The Change Management Consultant works with project teams and strategic initiatives across the College implementing change strategies, creating and initiating core change plans in a manner that minimizes employee resistance and ensures rapid adoption. The work involves using a set of assessment, evaluation and reporting tools, processes, skills and principles for managing the people side of change to achieve the required outcomes of the project as well as using a project management structured approach in analyzing processes in order to identify and implement areas for improvement.

REQUIRED QUALIFICATIONS

- Degree in education, business, organizational development or human resources or an equivalent combination of education and extensive experience may be considered
- Experience as an organizational change management specialist/practitioner role leading business or organizational change projects
- Experience in applying and knowledge of Change Management, Project management and process improvement principles, methodologies and tools
- Strong analytical, planning and organizing skills to apply across projects and initiatives
- Demonstrated ability to manage multiple competing priorities using effective time management techniques
- Ability to be flexible and adaptable as well having a resilient and persistent tendency to see initiatives and projects to the end
- Experience navigating complex environments, while maintaining confidentiality and discretion
- Ability to communicate effectively both interpersonally and in writing to a wide range of audiences
- Ability to apply critical thinking and problem solving to all aspects to work
- Ability to work independently as required to complete multiple tasks and activities
- Proficiency with Microsoft 365 suite for both daily work applications as well as Project related planning, documentation and reporting
- Ability to positively lead and promote change within the organizational context, including providing consultation and guidance to leaders, teams and employees
- Experience providing mentorship and coaching for employees across roles and functions to enhance desired results of a project, team and initiative
- Collaborative, team-oriented and solution and client-focused working style
- Strong presentation skills to propose recommendations, outline project plans, highlight assessment results, detail project updates and reports
- Ability to positively influence and gain input and support from key stakeholders for programs, initiatives and projects
- Comfortable with ambiguity and complexity
- Demonstrated understanding of how people deal with change and move through the change process: knowledge of PROSCI ADKAR Model and PROSCI Change Management Methodology
- Values Diversity, Equity, and Inclusion
- Commitment to lifelong learning

ASSETS

- Certified PROSCI Change Management Practitioner and/or Train the Trainer
- Experience managing multiple projects and schedules in an academic setting/Post Secondary setting
- TFL (CAE), CPHR, IPL and/or CACE/PDAL Certification
- Project Management Certification

CONDITIONS OF EMPLOYMENT

- Applicants must be legally entitled to work in Canada
- This position may be required to work evenings and/or weekends

RRC Polytech campuses are located on original lands of Anishinaabe, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation.

COMPETITION NUMBER

2022-111

CLOSING DATE

July 8, 2022

SALARY

\$63,548 - \$86,962 per annum

POSITION LOCATION

Notre Dame Campus
(Winnipeg, MB)

POSITION TYPE

Full-Time Position Available

APPLY ONLINE AT

rrc.ca/careers

RRC Polytech is a leader in applied learning and innovation. Our talented team of employees is passionate about education, innovation and student success. We offer competitive salaries, extensive benefits and the opportunity for personal and professional growth in a rewarding career.

At RRC Polytech we are committed to fostering an inclusive environment, where all employees and students feel valued, respected and supported. We aspire to have a workforce that is representative of the diversity within our communities, and welcome applications from women, Indigenous persons, racialized persons, persons with disabilities, persons of all sexual and gender identities and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

If you require this information in an alternate format, please contact humanresources@rrc.ca.



RRC Polytech is committed to providing accessible employment, and ensuring that our recruitment, assessment and selection process is barrier free. If a candidate requires accommodation during the hiring process, Human Resources Services will work with the individual to meet their needs. We thank all applicants for their interest, but only those selected for an interview will be contacted. For more information and other employment opportunities, visit rrc.ca/hr