

CHANGE MANAGER

Robson Civil Projects is a leading NSW civil contractor with offices in Sydney, Somersby, Newcastle and the Hunter Valley. We are about to embark on an exciting transformation and are seeking an exceptional Change Manager to join the team for a 12 month contract based on the Central Coast.

As Change Manager, you'll be responsible for designing and delivering the change strategy working alongside the software implementation partner to successfully drive adoption organisation wide.

Main Duties and Responsibilities:

- Design, manage and deliver the change strategy working closely with key stakeholders including the software provider.
- Develop and implement the change communications plan. Developing new and leveraging existing communications channels. Establishing a network of change champions to successfully drive and embed change.
- Conduct change workshops to assess current state to then understand the impact and business readiness for change.
- Design and implement the training plan leveraging existing training materials and developing new materials where required.
- Design adoption metrics to monitor and report on rate of adoption for the duration of the project.
- Coach change sponsors and leaders on messaging, influence and behaviour modelling for their teams.
- Ensure change deliverables are completed on time to a high quality, including reporting, communications and management of risks and issues.

In order to be the successful candidate for this role you will need:

- Minimum 3 years in a change role. A junior change manager or senior change analyst ready to take the next step would be ideal.
- Proven track record in delivering organisation wide change initiatives, from strategy through to transition to Business as usual (BAU).
- Ability to think on your feet and adapt quickly to changing environments and adapting change plans to align with this.
- Experience working in a project environment with an understanding of project methodologies, delivering against scope, measuring benefits and reporting throughout the project.
- Strong stakeholder management skills at all levels.
- Strong written and communication skills.
- Ability to work autonomously.
- Based on the Central Coast and be able to travel between Sydney, Central Coast and Newcastle areas.

What will make you stand out;

- Experience with implementing Agile change management.
- Previous experience delivering change in an engineering and/or construction environment, highly desirable.
- Previous experience driving adoption of cloud based project management software.
- Degree in Human Resources, Business or equivalent.

Robson is an equal opportunity employer.
An attractive salary package will be offered commensurate with experience.

If you are interested in this exciting opportunity, please forward your detailed resume to jobs@robsoncivil.com.au

(This is an internal hire, no recruiters required).