



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

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# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/06/30

## Organizational Change Manager-Government And Public Sector

|                    |   |                                  |
|--------------------|---|----------------------------------|
| <b>Job ID</b>      | <b>2C-5F-A2-B8-FF-01</b>  |                                  |
| <b>Web Address</b> | <a href="https://careers.indigenous.link/viewjob?jobname=2C-5F-A2-B8-FF-01">https://careers.indigenous.link/viewjob?jobname=2C-5F-A2-B8-FF-01</a> |                                  |
| <b>Company</b>     | CGI   |                                  |
| <b>Location</b>    | Halifax, Nova Scotia  |                                  |
| <b>Date Posted</b> | From: 2024-06-12  | To: 2024-12-09                   |
| <b>Job</b>         | Type: Full-time   | Category: Information Technology |
| <b>Languages</b>   | English   |                                  |

### Description

Position Description:

This role will require some days to be spent at our client (Halifax) or CGI office (Halifax, Stradford, Moncton, or Fredericton). Currently this is 2 days per week - subject to change at any time.

Are you an experienced, passionate pioneer in organizational change management? We are looking for a Organizational Change Manager who can plan, organize and lead organizational change management activities and focus on business readiness, executive alignment/commitment and communications as part of program and project delivery. In collaboration with the client, project team and other stakeholders, the OCM Consultant will assess, plan, implement and evaluate change initiatives. In addition, the OCM Consultant will build an understanding of the organization's resources and capacity for change and develop the processes, tools and techniques required to effectively meet the change objectives.

We offer the opportunity to work with Canada's largest Information Technology Outsourcing and Management Consulting Company with a true global presence in a fast-paced and energetic atmosphere where your personal and professional growth is accelerated by your desire and sense of commitment. CGI's continuous growth is a testament to the confidence clients place in them and to the dedication of their professionals. At CGI, all employees are called members because they feel a powerful sense of ownership and accountability. Members at CGI are building their own company - in 100+ offices worldwide. CGI has the global resources, expertise, stability and dedicated professionals needed to achieve results for clients - and for members; that's why an astounding 90 percent of them are CGI shareholders. As a member of CGI's Atlantic Business Unit Systems Integration and Consulting practice providing service to Public Sector customers, you will be joining an experienced and dynamic team of global IT professionals serving our clients across Canada and the world.

The public sector in the Atlantic provinces is re-inventing the way digital services and products are delivered to partner departments, and the citizens of the provinces they serve, and CGI is challenged with finding faster, more innovative ways of assisting the public sector in delivering on their respective mandates. Public Sector is looking to leverage newer technologies to put customized services into the hands of citizens so their interactions and engagements with government is seamless, comfortable, and successful. Public sector clients are turning to CGI to help them remodel their operations and assist in navigating through the massive digital transformational changes required to meet these ever-growing needs.

Your future duties and responsibilities:

- Manage, develop, and deliver organizational change management activities such as: Stakeholder assessments, leadership alignment, change impact assessments, change risk assessments, survey strategies, change network(s) and change readiness and adoption planning.
- Manage the change and communication plan logistics including any required communications, scheduling of meetings, materials preparation etc.
- Leading the development of change management strategies and plans to support complex IT programs and projects
- Applying a structured change management approach and methodology to change caused by projects and change efforts
- Developing actionable and targeted change management plans, including a communication plan, sponsor roadmap,

coaching plan, training plan, risk mitigation plan and resistance management plan

- Working with leadership teams to integrate change management activities into the overall project plan
- Partnering with key stakeholders support the execution of specific engagement strategies and plans
- Identifying potential risks and anticipated points of resistance and develop specific plans to mitigate or address the concerns; develop risk mitigation strategies
- Conducting organizational change readiness assessments, evaluate results and prepare reports
- Being an active and visible coach to those participating in the program
- Creating and manage measurement systems to track the adoption, utilization and proficiency of changes
- Assessing the effectiveness of the plan and adjust it to address issues as they arise
- Identifying resistance and performance gaps, and work to develop and implement corrective actions
- Creating and enable reinforcement mechanisms and celebrations of success
- Preparing and research reports, briefings and presentations, and provide guidance and education on organizational change methodologies

Required qualifications to be successful in this role:

- Bachelor's degree in organizational development, business administration, communications, human resources or another related discipline; or the equivalent combination of education, business analysis or technical certifications or training, or work experience
- Four to seven years of recent relevant work experience in training and/or changing organizational culture.

in addition:

- advanced knowledge of organizational change principles, approaches and methodologies
- experience working in an IT environment
- strong coaching skills and ability to coach at all levels of the organization
- proven ability to develop effective presentations and present information clearly and concisely
- experience with strategic planning
- experience working in conjunction with communication teams to provide effective communications through a variety of methods
- familiarity with project management approaches and tools as well as phases of the project lifecycle

Assets:

- Change Management Professional (CMP) Certification
- PROSCI Certification

#LI-NB5

Skills:

Change Management

Communications Management

Training Delivery

What you can expect from us:

Together, as owners, let's turn meaningful insights into action.

Life at CGI is rooted in ownership, teamwork, respect and belonging. Here, you'll reach your full potential because...

You are invited to be an owner from day 1 as we work together to bring our Dream to life. That's why we call ourselves CGI Partners rather than employees. We benefit from our collective success and actively shape our company's strategy and direction.

Your work creates value. You'll develop innovative solutions and build relationships with teammates and clients while accessing global capabilities to scale your ideas, embrace new opportunities, and benefit from expansive industry and technology expertise.

You'll shape your career by joining a company built to grow and last. You'll be supported by leaders who care about your health and well-being and provide you with opportunities to deepen your skills and broaden your horizons.

At CGI, we recognize the richness that diversity brings. We strive to create a work culture where all belong and collaborate with clients in building more inclusive communities. As an equal-opportunity employer, we want to empower all our members to succeed and grow. If you require an accommodation at any point during the recruitment process, please let us know. We will be happy to assist.

Come join our team-one of the largest IT and business consulting services firms in the world.

**Other**

Main location: Canada, Nova Scotia, Halifax

Alternate Location(s):

Canada, New Brunswick,

Canada, Newfoundland and Labrador,

Canada, P. E. I.,

**How to Apply**

Click Apply Now!