



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.Link's 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.

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/03

Sr. Transformation Specialist

Job ID	250686-en_US-9946
Web Address	https://careers.indigenous.link/viewjob?jobname=250686-en_US-9946
Company	Rogers
Location	Brampton, ON
Date Posted	From: 2021-10-18 To: 2050-01-01
Job	Type: Full-time Category: Telecommunications

Description

We support and encourage employees to find long term success and explore opportunities that play to their individual strengths and passions. We value lateral moves as much as vertical promotions; we believe all roles should develop your skills, broaden your experience, and help you build a rewarding career at Rogers. We've established a new set of internal hiring rules to help you find long-term success at Rogers. Click [here](http://performancemanager4.successfactors.com/doc/custom/Rogers/Your%20Career%20at%20Rogers%20Ground%20Rules-%20EN.PDF) to access Your Career @ Rogers; Ground Rules and become familiar with the new requirements. This role has been posted in locations where we have a Rogers corporate site. We encourage qualified candidates from across the country to apply who can reasonably commute to one of these locations. As we grow our team, the well-being of our team members remains our top priority. To ensure the health and safety of our team members, including those in the recruitment process, our team members are working from home, and are equipped to do so safely and efficiently.

As part of Rogers Access Network Transformation and Organizational Change Management (OCM) team, the successful candidate will be responsible for leading deployment and implementation activities aimed at increasing the efficiency and productivity of our national workforce through process, tool and people change management.

Responsibilities Include:

- Develop and maintain all project documentation (Project Plan, Issue and Action Logs, Risk Management, Communication Plan, Status Reports, Post Implementation Reviews, etc.).
- Responsible to manage all aspects of the project including project scoping, resource assignment, project plan development, project tracking, monitoring, and reporting through the application of proven project management principles and methodologies to meet leadership and/or customer expectations.

Use critical thinking skills to anticipate and manage potential risks that will arise. Communicate these to the stakeholders on a regular basis and ensure decisions are made quickly and effectively.

Develop and execute Organizational Change Management strategies and plans to successfully deliver the shifts in mindsets and behaviors required to achieve project/program transformational change objectives.

Develop and execute targeted change management tactics and deliverables including/ but not limited to stakeholder assessments and engagements plans; communication plans; people risk and change readiness assessments; training needs and training strategies.

Ensure key organizational change management activities are integrated into the overall project plan and executed on time and budget.

Maintain a detailed understanding

of the tasks and activities on their assigned projects, including status, release dates, issues/risks, member readiness and overall adoption status of various stakeholders.

Develop transition monitoring plans including measurement systems to track stakeholder adoption and business benefits realization.

Partner with Champions leading their respective program areas to ensure appropriate knowledge sharing, and to identify & mitigate roadblocks to success.

Manage and complete multiple concurrent assignments, according to established standards and templates.

Proactively manages risks to project success. Identifies risks that require communication back to the business and up to the executives. Creates communications (status, issues, risks) for senior management discussion. Proactively manages issues and corrective actions. Ensures mitigation plan exists and validates course of action.

Tracks budget monthly and submit accruals according to the finance policy. Resolve or escalate budget challenges. Review and validate charges and allocations from other teams.

Ensures project is delivered within the set budget.

Ensures the team works in a cohesive manner and removes roadblocks to ensure team moves forward. Establishes and maintains project governance.

Facilitates open information flows among stakeholders. Documents and distribute all decisions and agreements related to the project.

Manages project closeout for highly complex projects as phases are completed.

Identify benefits expected from initiatives and conduct post implementation reviews to report on and track results.

Partner with Process Improvement to drive the implementation of process transformation initiatives across Rogers Access Networks

Support the ANEO Kaizen Program by driving initiatives on a national level, including participation on steering and ambassador programs

Position is remote. In Jan 2022, candidate to resume in office 1-2 days per week

Qualifications / Experience:

Post-secondary education, preferably in business administration or project management related discipline or 5+ years relevant work experience

Specialization in Project Management / Telecommunications / Organizational Change Management

Project Management experience, PMP certification an asset

Completely conversant in Microsoft Project and other MS Office tools. It is expected that the candidate provides the highest level of expertise in the application of project management tools and techniques.

Knowledge and consistent application of proven industry standard Project Management approaches.

Demonstrates ability to manage and track multiple projects through the life cycle steps of initiation, planning, execution, and project closure

High level of energy and strong passion to lead team members to successful

completion of projects and to ensure the delivery of a positive customer experience.

Great attention to detail.

Creativity, flexibility, and an ability to manage time and reset priorities in a dynamic environment.

Superior skill set including analytical thinking and problem solving, coaching and leadership, presentation and facilitation, negotiation and relationship building and proficient probing, listening, and positioning skills.

Strong customer focus and sensitivity to customer needs

Advanced communication, consensus building, presentation and writing skills

Demonstrated ability and experience working with cross functional teams, both horizontally and vertically diverse

Excellent people skills, whether 1:1 or in a group environment

Working knowledge of Six Sigma and Lean Principles

Experience deploying Transformational initiative and creating a culture that supports the project's success

Strong statistical analysis and analytical skills

Energetic self-starter who thrives in a fast-paced, ever changing environment

Proficient in identifying and framing opportunities in a structured, fact-based way that clearly outlines options, risks, and tradeoffs

Skilled at advocating for the desired end state, influencing and motivating teams to come along on the journey, and gaining commitment from our business partners across all levels of the organization.

Effective communicator and strike the balance of frequency, format, and depth for various audiences.

Obsessive about quality and excellence in process and results. Balance the perfect with the pragmatic to reach outcomes that move the organization forward quickly and effectively

Thrive in an environment where the pace is always swift and where there are several priorities and multiple stakeholder interests to juggle. Consequently, the portfolio of accomplishments should demonstrate impeccable planning, prioritization, and organization skills

Bilingual in French and English an asset

As a condition of hire, all new employees will be required to provide proof of vaccinations against COVID 19. Any request for an exception under Human Rights legislation must be supported by evidence to be considered by Rogers on a case by case basis.

Please click here to review conditions that may qualify for medical exemption to the COVID-19 vaccine.

Schedule: Full time

Shift: Day

Length of Contract: Not Applicable (Regular Position)

Work Location: 8200 Dixie Road (101), Brampton, ON

Travel Requirements: Up to 10%

Posting Category/Function: Technology & Engineering

Requisition ID: 250686

Together, we make more possible, and these six shared values guide and define our work:

Our people are at the heart of our success

Our customers come first. They inspire everything we do

We do what's right, each and every day

We believe in the power of new ideas

We work as one team, with one vision

We give back to

For more information, visit [Rogers for Sr. Transformation Specialist](#)