

SENIOR CONSULTANT, CHANGE MANAGEMENT

Solutions Beyond Technologies is a professional services firm specializing in SAP solutions integration and business process optimization. We are looking for a Senior Consultant, Change Management. In the execution of our SAP implementation projects, our clients have an increased need for change management support. You will be called upon to support our clients in putting in place strategies for the adoption of operational changes by their organization while executing it.

Your tasks:

Stakeholder Management

- Initiate and participate in meetings with the project team to measure understanding of the need for change and readiness for adoption by identified stakeholders and measure high-level impacts
- Preparation of the sponsor, project team and change agents
- Prepare detailed analysis of stakeholders involved and groups affected by the change as well as detailed impact analysis
- At different stages of the project, conduct an assessment of the target groups' ability to adapt to the changes, including recommendations for action

Organizational alignment

- Collaboration in the identification and analysis of impacts and associated solutions and plans
- In line with the deliverables of our SAP Activate methodology and the Beyond project delivery model, develop a detailed change management strategy adapted to the client's situation.
- Implement a concrete plan based on our project deliverables. Manage the implementation in collaboration with other members of the project team, senior management and other client collaborators (business teams, training, communications, human resources and organizational development teams)
- Act as a coach and/or mentor to structure and align project deliverables with solution adoption initiatives
- Observe and provide input during the post-mortem for continuous improvement

Training of the project team and end users

- Analyze the training needs of the project team in the development of their knowledge of implementing an SAP solution as well as the training of trainers and what it means to be a change agent.
- Set up a strategy and a training plan for the client's project team. Follow up on the execution and results
- Set up a train-the-trainer strategy and plan
- Follow-up on the preparation of training material and the execution of end-user training
- Analyze ongoing training needs following production launch

At Beyond, we want our employees to be happy and healthy both on and off the job. Everything we do and offer to our employees is based on our philosophy that investing in our people is good for all of us!

Beyond is dedicated and committed to promoting a diversified and inclusive work environment for everyone. Beyond Technologies is an equal opportunity employer and we believe in fostering an environment where everyone regardless of gender, race, ethnicity, sexual orientation, disability, age, or all other identities feels respected, protected and celebrated.

Analysis of performance and added value

- Support the client in defining key success factors and value drivers
- Monitor performance, value and success indicators. Evaluate them and advise on appropriate actions based on the results obtained

You have:

- Undergraduate or graduate degree in a field relevant to change management
- More than 10 years of relevant experience in change management
- Experience on technology projects (SAP, an important asset)
- Experience in consulting is an asset
- Exceptional verbal and written communication skills in English and French (**This is a requirement since in this role you will be dealing with customers, partners and/or our international subsidiaries requiring communication in English on a recurring basis both verbally and in writing*)
- Certification in change management (e.g. PROSCI), an asset

You are a person who:

- Possesses analytical and decision-making skills
- Demonstrates creativity and innovation in the execution of the change management strategy
- Ability to work effectively with all levels of an organization with a collaborative approach
- Can influence and move an audience towards a common vision and goal
- Possesses a high level of initiative, leadership and versatility

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