

BUSINESS TRANSFORMATION LEAD, SENIOR CONSULTANT

Solutions Beyond Technologies, a Syntax Company is a professional services firm specializing in SAP solutions integration and business process optimization. We are looking for a Senior Consultant, Business Transformation Lead to support our Change Management practice. In the execution of our SAP implementation projects, our clients have an increased need for business transformation & 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 before, during and after an SAP implementation project.

Your tasks:

Business Transformation & Organizational Alignment

- Build a business transformation strategy to help our customer achieve a success in their digital transformation and their SAP implementation.
- 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.
- Build the transition to operation strategy to sustain & continue the transformation.

Stakeholder Management & Communication

- 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.
- Prepare detailed analysis of stakeholders involved and groups affected by the change as well as detailed impact analysis.
- Enable sponsors, project team members and change agents for impactful contribution to business transformation & change management.
- At various stages of the project, assess the target groups' ability to adapt to the changes, including recommendations for action.
- Build communication strategy & plan aligned with the Stakeholder Analysis and Client model.
- Lead, coordinate and support the execution of the communication.

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.

By providing us with your application, you agree that your documents may be retained in Beyond Technologies' databases for an indefinite period of time in accordance with our internal information retention policies.

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 up to the end-users. 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.

Analysis of performance and added value

- Support the client in defining key success factors and value drivers.
- Monitor performance, value and success indicators for the change management activities. 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 or to business transformation.
- More than 10 years of relevant experience in change management or to business transformation.
- 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, Six Sigma, etc.) is an asset but not a requirement.
- Gamification skills is an asset.

You are a person who:

- Possesses analytical and decision-making skills.
- Capacity to talk to management level and guide their actions.
- 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 an elevated level of initiative, leadership and versatility.

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