

Overview

As a Business Change Practitioner at BARDD, you will play a key role supporting and guiding organisations to success in transformation, cultural change and complex delivery. You will support the application of business change management before, during and after implementation of programmes and projects. You will understand the business change impact on the client organisation and the specific change elicited as a result of the programme or project you are supporting. You will work to establish or support a clearly defined change function to ensure a client organisation has the capability and capacity to effectively absorb large-scale business change.

Key Functions

- Adopt and appropriately adapt and scale BARDD's approach to organisation and culture change to meet clients' specific needs ensuring the change is business led at all times
- Ensure the business change approach is integrated with the business, project/programme and is coherent with wider business initiatives and objectives
- Manage the change for individuals and teams ensuring transition plans are able to achieve adoption and usage
- Engage and support middle managers to support the change
- Create a two-way approach to communications that is open, frequent and at multiple levels
- Support or develop and oversee delivery of Business Change Strategy
- Engage with and influence C-Suite/Executive level stakeholders, ensuring visible and active executive sponsorship
- Identify and manage risk to business change initiatives
- Navigate complex organisational structures and cultures effectively
- Align Business Change implementation to optimise realisation of benefits

Competencies

- Proven experience in managing complex organisational change initiatives, with a track record of successful implementations
- Strong understanding of change management principles, methodologies, and good practices
- Excellent communication and interpersonal skills, with the ability to interact effectively with stakeholders at all levels of the organisation
- Positive attitude, resilience, and ability to motivate others through change
- Analytical mindset, with the ability to conduct business analysis, problem-solving, and decision-making to support change initiatives
- Proficiency in project management tools and techniques, with the ability to manage multiple projects concurrently
- Demonstrated leadership and team management capabilities to drive change across diverse teams
- Advanced degrees or certifications in Change Management, Project Management, or Business Analysis are advantageous