

## Overview

As a Programme Manager at BARDD, you will play a key role supporting and guiding organisations to success in transformation, cultural change and complex delivery. As a Programme Manager you will ensure the teams are integrated and glued together into a coherent whole. Unlike a Programme Delivery Manager who's focus is to deliver specific outcomes, BARDD sees the Programme Manager role as integrating functions across the programme to deliver success change. This role requires a highly organised, proactive, and adaptable individual with excellent leadership and communication skills.

## Key Functions

- Adopt and appropriately adapt and scale BARDD's Tailored Transformation® framework ensuring the approach meets client's needs
- Collaborate with stakeholders to define programme objectives, scope, and deliverables. Develop comprehensive programme plans, including timelines, budgets, and resource allocation
- Lead and inspire cross-functional teams, providing clear direction, setting expectations, and supporting their professional development. Foster a collaborative work environment that encourages open communication and knowledge sharing
- Establish strong relationships with internal and external stakeholders, ensuring their requirements are understood, and expectations are managed
- Identify potential risks and issues that may impact project delivery. Implement effective risk mitigation strategies and resolve issues promptly to minimise disruptions
- Conduct thorough reviews and assessments to maintain compliance with project requirements and industry best practices
- Optimise the allocation of resources, including personnel, equipment, and budgets, to maximise project efficiency and effectiveness
- Oversee programme budgets, tracking expenses, and managing financial reporting. Take corrective actions when necessary to ensure projects stay within budgetary constraints
- Define key performance indicators (KPIs) for projects and monitor their progress against established metrics. Continuously evaluate project performance and implement necessary improvements
- Develop and implement change management strategies to minimise resistance and ensure successful adoption of project outcomes
- Maintain comprehensive project documentation, including reports, presentations, and project updates. Provide regular updates to senior management and other stakeholders as required

## Competencies

- Proven programme management experience in transformation, culture change or complex delivery from initiation to completion
- Demonstrated ability to coordinate multiple coherent projects and parallel initiatives simultaneously and prioritise effectively
- Strong leadership skills, with the ability to inspire and motivate cross-functional teams
- Exceptional problem-solving and decision-making capabilities, with a focus on achieving business objectives
- Excellent communication and interpersonal skills, capable of building positive relationships with stakeholders at all levels
- Advanced degrees and certifications are advantageous

For more information, please contact BARDD at [recruitment@barddpartnership.com](mailto:recruitment@barddpartnership.com)