

EMPLOYMENT OPPORTUNITY –Halifax
Change Management Consultant, Strategic Change Management
Term until December 28, 2018



By working to keep Nova Scotians safe, healthy, and on the job, and supporting them when their lives are impacted by workplace injury, WCB Nova Scotia is contributing to a better province. We provide workplace injury insurance to approximately 18,700 employers and 300,000 workers across the province. Our vision is a Nova Scotia safe and secure from workplace injury.

WCB Nova Scotia is consistently recognized as a top employer in Atlantic Canada and across Canada, including the national honour of being a Top 100 Employer and one of Canada's Most Admired Corporate Cultures.

About the Role

The Change Management Consultant (CMC), under the direction of the Director, Strategic Change Management or designate and within the context of the established Change Management Strategy, has tactical support responsibilities regarding the people side of change. As part of a cross functional Change Management Team, the CMC participates in the development and implementation of specific project change plans and tactics appropriate for a wide range of projects supporting leaders and employees. In the execution of this work, the CMC considers how changes to business processes, systems and technology impact employees. S/he assists in the creation of project/program change management plans and tactics and plays a key role in their implementation in order to that maximize employee engagement to drive faster adoption, greater utilization and higher proficiency so that positive business results and benefits are achieved following project implementation. To be successful in this role, the CMC builds strong working relationships with other members of the Strategic Change Management Team, the Project Management Office as well as the Human Resources and Communications & Marketing Departments to ensure the execution of change management tactics support the transformation program, individual projects and are reflective of the larger organizational change journey.



As safety champions, all employees are responsible for following safe work procedures, using personal protective and safety equipment as required, knowing and complying with all regulations, reporting any illness or injury immediately to their manager, reporting unsafe acts and unsafe conditions and cooperating with occupational health and safety initiatives. We are a scent reduced environment. WCB champions safety and promotes a diverse and respectful workplace.

As an ideal candidate, you possess:

- A University degree in Human Resources, Communications, Public Relations, Public Administration, Business or a related field of study. Specific training in organizational Change Management is considered an asset.
- Minimum of 2 years' experience supporting organizational change management initiatives using a collaborative approach to the development and execution of change management plans and tactics. This experience should include tactical change support such as gathering and compiling information, analysing impacts, preparing key messages, compiling presentations for varied audiences and engaging with key stakeholders to determine the tactical pieces required to support various initiatives.



We offer a competitive compensation package including a salary range of **\$57,860- 72,246**.

Please email your resume and cover letter as **one** document **with your name and the job title in the document title** (Microsoft Word format) to **hrdept@wcb.gov.ns.ca** by 4 pm, April 25, 2017. In the **subject line of your email, please quote competition number: JV 16-17-EXT(2) Change Management Consultant.**

We thank all candidates for their interest. Only those selected for interviews will be contacted.

Any offer of employment will be conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer.

The WCB is an equal opportunity employer committed to supporting and developing our employees. Visit our website at www.wcb.ns.ca.