

Organizational Change Management Lead

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Company: Axelon Services Corporation

Location: Charlotte, North Carolina

Category: other-general

Organizational Change Management Lead

Charlotte, NC

6+ Month Contract

Onsite

8:00:00 AM - 5:00:00 PM, Monday - Friday

Pay Range: 45 - 65/hr, W 2

Additional Notes:

- Monday to Thursday Onsite & Friday can work remote.
- Experience with Change management.
- 5+ years of exp in related field.
- Someone with ERP implementation exp but not mandatory.
- Nice to have project management experience.
- Anyone with training background is a plus.
- Any degree will be fine.

- If the candidate is okay to relocate with his own expenses & willing to work onsite 4 days a week, will be open to non-local.

This position is for local candidates only.

1. Tell us about the day-to-day tasks for the position.

The contractor will be working with a large cross-functional team to develop and deploy Organizational Change Management practices and analysis for a large digital transformation. They will work in office Monday-Thursday, partnering with program managers and directors.

2. What sort of experience does your ideal candidate have?

Ideally the perfect candidate will have 5-10 years of experience in Org Change Management with experience using the Prosci ADKAR Model. Experience in OCM for manufacturing is a plus, but not a requirement.

3. Is this a temp to perm position

At this time, we see this as a contract role.

4. What does the interview process and timeline look like? When would you like them to start the assignment?

The role is open now. Experienced applicants will likely have 2-3 virtual interviews as well as interview with a panel in the Charlotte location.

Job Purpose:

The Organizational Change Management Lead, you will play a critical role in ensuring the successful implementation and adoption of changes associated with our large-scale digital transformation initiatives. You will be responsible for developing and executing comprehensive change management strategies that minimize resistance and maximize employee engagement throughout the transformation process.

Main Responsibilities and Accountabilities:

Develop and implement change management strategies, plans, and communication

campaigns to support the adoption of new technologies, processes, and organizational structures.

Collaborate with cross-functional teams, including project managers, IT professionals, and business leaders, to assess change impacts and develop appropriate mitigation strategies.

Conduct stakeholder analysis to identify key influencers and stakeholders impacted by the digital transformation, and tailor communication and engagement approaches accordingly.

Create and deliver engaging training programs, workshops, and materials to build employees' skills and capabilities in alignment with the digital transformation objectives.

Proactively identify potential risks and barriers to change adoption and develop contingency plans to address them effectively.

Champion a culture of continuous improvement and innovation, fostering a mindset of adaptability and resilience among employees.

Monitor and evaluate the effectiveness of change management activities, gathering feedback and insights to inform ongoing improvement efforts.

Serve as a trusted advisor to senior leadership, providing guidance and support on change management best practices and strategies.

Job Purpose:

a Proven experience leading organizational change management initiatives within complex, technology-driven environments.

Strong understanding of change management principles, methodologies, and best practices.

Excellent communication and interpersonal skills, with the ability to effectively influence and engage stakeholders at all levels of the organization.

Highly organized with strong project management skills and the ability to manage multiple priorities.

Proactive problem-solver with a strategic mindset and a commitment to driving results.

Change management certification (e.g., Prosci, ACMP) is a plus.

Ability to communicate effectively across all levels while building strong working relationships. Able to build credibility while being on the manufacturing floor.

Excellent verbal and written communications skills

Passionate about teaching and mentoring others.

Strong passion for technology

Demonstrated proficiency with Microsoft Office Suite Word, Excel, PowerPoint, Outlook including training database experience.

Experience

5-10 years of organizational change strategic leadership

Experience with digital transformations across multiple stakeholder groups

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