

Job Title: SAP Change Management Analyst

Location: Vancouver, BC

Position: Contract – 3 months

Start & End: December 2009 until the end of March 2010

Responsibilities:

- The Change Management Analyst(s) is expected to work with senior project leadership to help guide the overall conceptual design of the HCM/Payroll solution.
- The analyst will play a key role in ensuring the solution achieves the overall business objectives, by helping to assess the change impact on the field operations group, and defining strategies and plans that mitigate change management risks.
- The analyst will also help provide consistency and alignment with other projects and deliverables. The analyst will be expected to collaborate with internal staff and other external consultants.

Requirements:

- Senior analyst with a track record of success in applying structured change management approaches and methodologies;
- Change management experience in large complex business transformation projects, particularly those that include business process re-design and enterprise technology implementation;
- Experience in working with strategic operations management groups and applications such as enterprise resource planning, asset management, supply chain management and work management;
- Experience in evaluating and quantifying the change impact of the project and developing change management strategies based on situational awareness of the details of the change and the groups being impacted by the change;
- Experience in developing a set of actionable and targeted high-level change management plans, including communication plans, sponsorship plans, end-user buy-in and training plans;
- Ability to work closely with internal change management and human resources team members in assessing the change impact and developing change management plans;
- Experience in identifying potential risks and resistance and developing plans to mitigate or address;
- Experience in working with project management team to quantify change management plans to develop high-level cost estimates, as well as integrating change management activities into the overall implementation plan;
- Strong communication and presentation skills; the ability to present findings, plans and recommendations in an easily digestible format;
- Works well in a team environment.

Interested person can send their resume to: info@erptek.com