

## D&IT Change Management Partner Manager

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Company: JTI

Location: Bucharest

Category: other-general

## D&IT Change Management Partner Manager

### Position purpose:

The purpose of this position is to implement and develop approaches for successfully managing business changes and business applications knowledge in JTI for corporate functions, in alignment with the D&IT strategy. You will act as the change partner to relevant Information technology and Business functions. This role safeguards that each project/initiative understands the scope of change management effort and plans/executes all necessary steps in accordance with JTI's D&IT change management framework. After the change is implemented the change partner ensures user adoption of functional digital and IT solutions. The position bears direct responsibility for change management activities in major IT-related initiatives and supervises change management consultants in other projects. In addition, this role builds and implements strategies to ensure power user engagement in the relevant functional area.

### What will you do – responsibilities:

Identify change needs and change management risks for all projects requested by Corporate functions in the Technology Investment Portfolio through change management need assessment with Business and IT leads of projects

Recommend the change management approach, based on outcomes and ensure change team resources availability

Accountable for the development and delivery of the CM work plans, including key

milestones and deliverables, integrated with the overall project plan

Ensure on-time and quality delivery of CM activities, milestones, and deliverables.

Ensure knowledge transfer from projects to business as usual and user adoption groups from the projects

Define transition plans and knowledge transfer plans and monitor their execution.

Training services delivery responsibilities span across approach selection and management

Facilitation of regular training needs assessment (power users and end users).

Ensure update of training content with system changes

Knowledge transfer to the relevant audience

Recruit, onboard, and guide the consultants and partner companies and support their implanting process in JTI to ensure project-long professional relationships

Develop, deliver, and coordinate change management work activities to effectively enable projects' business goals e.g., stakeholder management, sponsorship, communications, training, change impact analysis, change readiness assessments, change leadership, business process mapping

**Who are we looking for – requirements:**

University degree in business, marketing, or communications

Master's in Strategic Communication will be a plus

8+ years' experience in change management or talent management or project management

8+ years' experience in large-scale business applications implementation.

Demonstrated ability to decompose complex tasks, plan and implement initiatives, and analyze operational performance

Working knowledge of the JTI organization, processes, and communication networks will be a plus

IT savvy, passion for technology.

Certified change manager (ACMP, Prosci)

Aware of modern learning and communication technologies.

Ability to develop KPIs, and reporting

Strong analytical skills

Excellent interpersonal and presentation skills and ability to influence others.

Good listening skills, flexibility, and patience.

Fluency in English.

### **What are the next steps – Recruitment process:**

Thank you very much for your interest in the role. You are welcome to apply. Feedback will be provided to all interested candidates throughout the recruitment process.

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### **Cross References and Citations:**

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