

# Business Process Innovator

Ethier is a premier consulting firm that drives business excellence.

For over 30 years, we have helped our clients realize their strategic goals with a focus on managing change, improving portfolio, program and project delivery and achieving operational excellence.

Our team of senior consultants and staff bring a blend of experience, business acumen and domain expertise to deliver business initiatives that consistently meet or exceed clients' expectations. Working in collaboration with clients to adapt and prioritize efforts to meet business and project-specific needs, we ensure a fit-for-purpose approach that delivers the desired results.

Ethier is proud to be recognized as one of Canada's Best Managed Companies. We are growing and are currently adding to our project management consulting team.



You'll help businesses  
to do business better

## Qualifications

You're the person who says, "Why not?" You can look at a situation with your keenly analytical mind and see opportunities to improve the way business is conducted.

## Personal Attributes

- A passion for client service and delivering results. Solving a client's problem, knowing you're adding value, is very satisfying.
- The courage and ability to challenge a client to ensure they consider root causes so that solutions provide sustainable, long-term benefits.
- Knowing the difference between quality and perfectionism.
- Enjoy working with people and people enjoy working with you.
- Enjoy variety: new cultures, new people, new industries, new challenges.
- Strong and uncompromising values, integrity and ethics.
- Ability to create a strong first impression.
- Great collaboration skills / team player.
- Ability to influence others and move towards a common vision or goal.

## As our ideal candidate you also bring

- Experience and desire to perform business analyst and project management/leadership and organizational change management activities in addition to business process innovator responsibilities.
- Experience in a variety of industries, business areas and/or organizations.
- Strong understanding of organization effectiveness and organization design.
- Recent upstream oil & gas experience.
- Lean or Six Sigma certification.

**NOTE:** These opportunities are located in Calgary. Only applicants residing in the Calgary area should apply. If you are relocating, please feel free to contact us once you are resident in Calgary.

## Experience

- Minimum of 10 years of business experience, including 5 years designing and implementing business processes and the supporting organizational changes.
- Applied experience with structured business process analysis and design methodologies and tools.
- Demonstrated ability to define tasks, estimate work effort, and manage tasks, issues, their priorities and interdependencies.
- Demonstrated ability to employ a wide variety of techniques to generate and maintain project momentum and achieve desired results in the planned timeframe.
- Experience reviewing and revising organizational policies and standards.
- Experience in measuring process performance, best practices and benchmarking.
- Demonstrated ability to facilitate business and technical groups and achieve consensus regarding business and technical issues.
- Experience facilitating groups from the executive level to front-line business and technical people.
- Experience conducting "out-of-the-box" process design sessions using a variety of tools and techniques.
- Experience developing AS-IS and TO-BE process maps.
- Experience implementing revised business processes addressing information systems and organizational components.
- Demonstrated ability to understand the resistors to change and implement action plans to reduce resistance and ensure buy-in.

If you meet the qualifications and are interested in exploring a sub-contract consulting relationship, please send your resume to [recruiting@ethier.ca](mailto:recruiting@ethier.ca).

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