

Change Management Consultant



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 overcome
barriers to change

Qualifications

When an organization is in a position of change – whether driven internally or externally – you're ready to step in and provide the voice of experience that helps our clients overcome challenges.

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.
- Strong business acumen.
- 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 project management, business process innovation and business analyst activities in addition to change management 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.
- Change management professional certification (e.g., Prosci.)

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 three+ years in a change management role.
- A solid understanding of how people go through a change and the change process.
- Applied experience with a structured change management approach for the people side of change caused by projects and change efforts.
- 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 conducting organizational readiness assessments.
- Experience with implementing large organizational changes.
- Demonstrated ability to understand the resistors to change and implement action plans to reduce resistance and ensure buy-in.
- Excellent communication, presentation and facilitation skills.
- Experience in developing communication plans, training strategy and training delivery.
- Experience creating measurement systems to track adoption, utilization and proficiency of individual changes.
- Experience coaching senior leaders in their role as change sponsors.
- Experience supporting the execution of change plans by front-line managers.

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

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