



How you want to be treated.

## **Change Specialist, Learning and Organizational Change**

Reporting to the Director, Learning and Organizational Change, Change Specialist provides specialized skills in to support the successful execution of change in the organization. They function at all levels of the organization, across all programs and all sites. They lead and provide support to corporate initiatives aligned with organizational objectives and goals. This role interacts with the Senior Leadership Team, Program and Operational Leaders and Corporate and Support Leaders. They provide coordination and support of organizational committees – Leadership Forum. The Change Specialist will:

Identify initiatives to move the organization toward its vision and will support the organization through change.

Support leadership capacity building of individuals and teams.

Support strategic and tactical planning and the development of organizational goals and objectives.

Facilitate learning, team development and coaching.

Provide project management skill to achieve organizational objectives.

Provide a strong focus on coaching, leadership, and team development.

Deliver workshops as part of the leadership development and team development programs.

Analyze impact of change and develop strategies for finance, integration, human resources, performance improvement and communications to mitigate these impacts.

Support the adoption of best practices by researching health system trends, developing partnerships, applying performance improvement tools and evaluating outcomes.

Promote communications of all change in partnership with Corporate Communications.

Work is unstructured and requires creativity in problem solving and decision-making.

Successful outcomes require the Change Initiatives Specialist to work both independently and part of larger Change Team. Work will most often require background research and learning of new skills in order to successfully complete projects.

### **QUALIFICATIONS\*\*:**

Masters degree in the area of Health or Business Administration, Leadership or Organizational Development, or equivalent and at least three years' related experience in change management, project management and organizational development.

In addition, supplementary education, including workshops, in areas such communications, group facilitation, business case development, quality improvement and financial/quantitative analysis.

Certifications in Clear Leadership, Coaching, Myers Briggs Type Indicator (MBTI), Human Systems Dynamics (HSD) and Power + Systems are an asset. Knowledge of the health care system is an asset.

**Skills And Abilities:**

Ability to consider the interdependence of organizational systems, processes and stakeholders in formulating solutions.

Coaching experience is an asset.

Demonstrated ability to provide coaching, leadership and team development.

Knowledge of and experience with project management principles.

Knowledge of and experience with outcome-oriented planning and implementation.

Understanding of team dynamics.

Ability to manage own work activities to achieve maximum efficiency.

Effective and efficient verbal and written communication skills.