IT Change Management Senior Consultant Job

Employer Name: Kimberly Clark

SpiderID: 12575547

Location: roswell, Georgia

Date Posted: 5/26/2022

Wage:

Category: Information Technology

Job Code:

The Change Management Sr Consultant is an individual contributor responsible for leading the coordination, development, and execution of organizational change management plans for strategic IT programs as aligned with Kimberly-Clarks Digital Technology Solutions (DTS) Strategy and the DTS Communication Strategy.  
  
This role will collaborate with DTS leaders, project managers and individual contributors to identify and address organizational change management needs through delivery channels, including but not limited to web, email, video and town halls. This role will coach and consult with individuals throughout the delivery process while providing best practices and change requirements. At times, this role will be accountable to create communication content and facilitate content reviews and approvals in line with the K-C brand guidelines and the DTS Communication Strategy.  
  
This role is accountable for:  
  
Defining and managing a DTS Organizational Change Management Strategy for select global strategic DTS programs with broad (global) and senior stakeholders (CIO, IT Leadership team, and senior business leadership). This work includes defining change management efforts and deliverables and, depending on requirements, determining DTS sponsor management; managing change management status reporting, awareness and resistance plans; and defining and tracking success measures that enable ongoing continuous improvement.  
  
Defining and leading the execution of organizational change management plans strategic DTS programs while ensuring change is accelerated, key messages are absorbed by target audiences, and communication visuals and content are aligned with the DTS Communication Strategy. Will require frequent collaboration with DTS program managers and business partners as well as interaction with key business leaders.  
  
Completing relevant change management assessments as required for strategic DTS programs including stakeholder identification and change impact assessments to determine where change management is needed to drive adoption of new mindsets, processes, ways of working, and technologies. This will require the individual to have an in-depth awareness of underlying technology changes and key stakeholder beliefs and limitations.  
  
Gaining buy-in to the DTS Communication and Change Management Strategies with DTS leaders and key stakeholders. Will require expert communication, relationship and influencing skills and the ability to concisely represent the program with subject matter expertise.  
  
Creating content in various formats and vehicles for a variety of stakeholders. Content may include communications, video, quick-reference cards, posters, and other deliverables as outlined in change plans. This role will work with content owners and subject matter experts to identify key messages and technical facts. This resource is responsible for professional and informative messaging in email, web, training tools, presentations and other communication mediums as determined by the DTS Communication and Change Management Strategies.  
  
Leading the content development and delivery of large, global meetings or webinar/training sessions using online meeting tools such as Zoom and MS Teams, managing multiple speakers at multiple global locations. Working with subject matter experts on content and ensuring concise, consistent messaging and professional presentation.

Education required:  
  
B.A. or B.S. in Communications, Organizational Leadership/Management, Business, Marketing  
  
Advanced degree in Communications, Organizational Leadership/Management or related preferred  
  
Qualifications &amp; Experience:  
  
5+ years of professional experience in corporate communications, organizational change management, or marketing  
  
Proven experience developing and implementing a Change Management Strategy for major IT projects and/or programs including stakeholder identification, change impact assessments, change management planning, and execution of a plan  
  
Proven experience planning and coordinating communications and change programs within a global and diverse organization; demonstrated prioritization and time management abilities  
  
Expert writing skills and ability to adapt content for a variety of stakeholders, channels and formats, including presentations, email, script writing, instructions, newsletters, video, and online content  
  
Ability to influence leaders and other decision makers across the globe without administrative authority; ability to quickly develop business intuition and acumen; ethical and data driven decision making  
  
Strong interpersonal communication, negotiation, and presentation skills; experience collaborating with people in offsite locations  
  
Ability to work in a virtual team which may work across distance (remote), cultures and time zones, in a matrix with multiple reporting lines, and may extend outside the K-C organization including suppliers, partners and customers  
  
Verbal and written fluency in English is mandatory  
  
 Preferred Skills/Qualification:  
  
Certified in Change Management Methodology (e.g., Prosci)  
  
Experience in Strategy Deployment, Visual Metrics, Agile, and Plan, Do, Check, and Adjust deployments  
  
Project management experience in an IT environment or IT application services delivery experience  
  
WORKING CONDITIONS:  
  
Travel may include approximately 10-15% of work time. Travel may also include travel via aircrafts and motor vehicles to various locations, if applicable.  
  
Kimberly-Clark and its well-known global brands are an indispensable part of life for people in more than 175 countries. Every day, 1.3 billion people - nearly a quarter of the world's population - trust K-C brands and the solutions they provide to enhance their health, hygiene, and well-being. With brands such as Kleenex, Scott, Huggies, Pull-Ups, Kotex, and Depend, Kimberly-Clark holds No.1 or No. 2 share positions in more than 80 countries. With more than 140 years of history of innovation, we believe in recruiting the best people and empowering them do their best work.If fresh thinking and a passion to win inspire you, come Unleash Your Power at Kimberly-Clark.   
  
Kimberly-Clark is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, sexual orientation, gender identity, age, pregnancy, genetic information, citizenship status, or any other characteristic protected by law.   
  
The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.  
  
This position may require a post-offer/pre-hire Physical Abilities Test (PAT) to confirm that individuals are able to perform the essential functions of the job.  
  
K-C requires that an employee have authorization to work in the country in which the role is based.In the event an applicant does not have current work authorization, K-C will determine, in its sole discretion, whether to sponsor an individual for work authorization.However, based on immigration requirements, not all roles are suitable for sponsorship.  
  
This position is subject to drug and alcohol testing, including pre-employment testing.

Start Date:   
  
  
Position Type: Full-Time Permanent  
  
  
Years of Experience Required: 5  
  
  
Education Required: Bachelors  
  
  
Overnight Travel:   
  
  
Vacation Time:

Contact Name: Nancy Robertson

Company: Kimberly-Clark Corporation

roswell

Georgia

Web Site: