

Change Manager

Strategy & Organisational Readiness

Employer:	East West Railway Company
Location:	Milton Keynes
Basis:	Interim
Role Summary:	Developing and delivering organisation readiness and operating model change and activities as part of wider Organisational Readiness portfolio
Team dimensions:	Reporting directly to the Organisational Readiness Programme Lead

A little bit about us:

East West Rail is a new direct connection, linking communities between Oxford and Cambridge, including Bicester, Milton Keynes and Bedford by rail.

Oxford, Cambridge and the communities in between are renowned for their vibrant economy, educational excellence and scientific innovation. They deliver growth and prosperity both locally and for the whole country; connecting these two cities and the communities in between is crucial to the social and economic future of the region.

East West Railway Company was set up to accelerate the delivery of the East West Rail infrastructure and passenger services, bringing faster journey times and easing pressure on local roads.

We were set up by the Secretary of State for Transport in 2017 to do things differently. We aim to innovate, positively disrupt, and challenge the status-quo, leading to quicker and more cost-effective project delivery, and an improved experience for passengers and the communities we serve.

As we build our team, we're looking for people with the right skills and mindset so that we can innovate, positively disrupt and set new industry standards. Whether you've been working on some of the world's most exciting rail and infrastructure projects or can inspire us with your ideas and expertise from other sectors, we want to hear from you.

Responsibilities and Accountabilities

Management of change projects and initiatives as we continually grow and evolve our enterprise. This will include:

- Driving changes to our operating model to deliver capabilities required at key milestones in our corporate and business plans.
- Creating and implementing change management strategies and plans
- Management, facilitation and support to cross functional teams engaged to design and deliver key capability uplifts including direct support and coaching to all levels of managers as they help their people through change and transition
- Application of structured methodologies and change management processes and tools to create a strategy to support adoption of the changes required
- Assessment of change impact including impact analyses, assess change readiness and identification of key stakeholders.
- Active creation and support to communication and embedment activities such as briefings, training, intranet pages and other supporting materials
- Identification of risks and opportunities within change activities and links to wider enterprise activities
- Defining and measuring success metrics and monitoring change progress

Role Dimensions

Reporting to the Operational Readiness Programme Lead and working within the Strategy & Transformation Team and with Strategy Executive/s and management consultancy colleagues engaged in Organisational Readiness programmes

Given the early stage of the project, it is likely that the nature of the role may evolve as the project progresses. It is also possible that other ad-hoc activities and duties may be required.

Experience and skills

- Experience and knowledge of change management principles, methodologies and tools and solid understanding of how people go through a change and the change process
- Ability to think strategically, to connect challenges/opportunities and incorporate them into specific, tactical change plans
- Excellent verbal and written communication skills with the ability to engage with stakeholders at all levels including excellent active listening skills
- Problem solving and root cause identification skills
- Strong facilitation skills and ability to use a range of tools to facilitate both virtual and face to face sessions
- Ability to clearly articulate messages to a variety of audiences and influence others to move toward a common vision or goal
- Excellent organisational skills with a with a natural inclination for planning strategy and tactics

- Flexible attitude and the ability to adapt/respond to shifts in priorities.
- The ability to work autonomously and collaboratively as part of a team.
- Resilient and tenacious with a propensity to persevere
- Strong business acumen and understanding of organisational issues and challenges
- Experience with large-scale organisational change efforts
- Excellent MS Office skills including; Word, PowerPoint, MS Project.

Education and qualifications

- Change management certification or designation desired but not essential

Join the team!

Please send your resume and a covering letter explaining why you are interested in the role and meet the above experience requirements to: recruitment@eastwestrail.co.uk