



# Organisational transformation advisor

**Montreal - Full-time - 744000033138955**

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The incumbent of this position will be in charge of strategic projects bringing about changes within several departments. They will put forward approaches and methodologies to carry out organisational diagnostics and develop and implement recommendations & action plans to support transformation.

The nature of the assignment requires a broad and deep knowledge of transformation in the context of strategic projects involving organisational complexity.

**What you'll do**

- Transformation project definition and delivery: In collaboration with the Assistant Director of Transformation, take ownership of the definition of objectives and expected business benefits, support the creation of roadmaps, the implementation of project governance, and develop deliverables on time while supporting the alignment of multidisciplinary project teams.
- Diagnostics and impact analysis: Carry out organisational diagnostics and analyse processes and ways of doing things to propose solutions that support the implementation of the transformation and improve the efficiency and effectiveness of processes, taking into account the specific needs of the various stakeholders.
- Development of solutions and support for change: Design action plans to accompany the transformation, integrating practical recommendations and supporting teams in the implementation of target processes and transition plans adapted to different business sectors.
- Stakeholder management and alignment: Develop stakeholder engagement approaches and strategic communication materials to foster executive and stakeholder buy-in throughout transformation projects.
- Stakeholder interviews and workshops: Organise and facilitate interactive interviews and workshops with stakeholders to gather key information, identify transformation levers, and facilitate collective decision-making on strategic initiatives.

**What you will bring**

- University degree in business administration, or in a relevant discipline.
- Several years of relevant experience in organisational transformation (may include: organisational diagnostics, organisational design, executive and strategic alignment, transformation implementation, process analysis and design).
- Strong analytical and problem-solving skills;

- Excellent listening and interpersonal skills, as well as being a team player;
- Demonstrate a high degree of autonomy and flexibility;
- Leadership and persuasive skills.
- Ability to manage several projects at once
- A flair for creativity and innovation
- Ability to collaborate and advise