



Change Manager

Montreal - Full-time - 744000073542386

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As part of the Special Projects team, and reporting to the Director of Transformation & Communication, you will be responsible for shaping and delivering change management strategies that support key initiatives across Ubisoft IT, Data & Security.

This role plays a central part in helping teams navigate transformation by aligning people, processes, and communications to enable adoption and long-term success.

Responsibilities

- Develop change management plans on all initiatives affecting staff and operations to boost awareness, understanding, and adoption of upcoming transformation changes
 - Assess change impacts: conduct impact analyses, assess change readiness, identify key stakeholders and needs
 - Apply the Prosci ADKAR™ model at every stage—awareness, desire, knowledge, ability and reinforcement—to structure and sequence change activities.
 - Design and deliver targeted stakeholder engagement workshops and executive briefings (e.g. guiding leaders through their role in each phase of ADKAR).
 - Develop and execute training curricula (e-learning modules, quick reference guides etc.) tied to specific capability gaps uncovered in readiness assessments.
 - Manage resistance proactively—create risk registers, run “listening sessions,” design mitigation tactics (coaching plans, Q&A forums, change champions network).
 - Participate in the creation of a Community of Practice: recruit, train and mobilize change champions across IT, Data & Security to cascade messages, model behaviors and gather real-time feedback.
 - Coach and mentor project managers and team leads on change best practices—embed a sustainable, repeatable change capability across the organization.
 - Contribute to the effort of continuous improvement of the Special Projects team
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- Demonstrated ability to lead change across diverse regions and time zones with cultural sensitivity and fluency in both official languages.
 - Proven experience applying change management methodologies, including Prosci®, and PMP; brings structured, hands-on expertise to complex transformations.
 - Skilled in using change analytics, survey tools, adoption dashboards, and collaboration platforms like SharePoint and MIRO to drive insights and alignment.
 - Strong visual storytelling and communication skills; able to design impactful infographics, videos, and presentations that engage varied audiences.
 - Known for building trust and influence across all levels—executives, peers, and frontline teams—through effective stakeholder mapping and facilitation.

- Brings a strategic, action-oriented mindset with a track record of surfacing resistance, solving problems creatively, and staying ahead of change enablement trends.

We embrace a hybrid work model helping you stay connected with your team and aligned with business priorities, while giving you the opportunity to maintain your work-life balance. Note, that some roles are fully office-based and are not eligible for hybrid work.

Just a heads up: If you require a work permit, your eligibility may depend on your education and years of relevant work experience, as required by the government.

Skills and competencies show up in different forms and can be based on different experiences, that's why we strongly encourage you to apply even though you may not have all the requirements listed above.

At Ubisoft, you can come as you are. We embrace diversity in all its forms. We're committed to fostering a work environment that is inclusive and respectful of all differences