

## Change Manager

<b>Job Level</b>	Level 4	<b>Kornferry Function</b>	PM15
<b>Directorate</b>	Finance, Strategy and Transformation	<b>Function/Service</b>	Strategy and Transformation
<b>Direct Reports</b>	0	<b>Indirect Reports</b>	0
<b>Line Manager Title</b>	Head of Change Management	<b>Budgetary Responsibility</b>	<i>None</i>

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

<b>Role description:</b>	
<b>Purpose</b>	<p>This aims to build a sustainable organisation capable of delivering British Red Cross's strategy, in an increasingly challenging environment. You'll work alongside business leads, sponsors, programme/project managers, and where appropriate other specialists (e.g. internal engagement or human resources).</p> <p>You will lead on developing and delivering people-centred change management plans that enable staff and volunteers to understand, embrace, adopt, and sustain the changes we make. This will include providing targeted support to directorates or teams and across the organisation when they experience high impact change.</p> <p>You'll also contribute to developing how we manage change at British Red Cross, by helping to develop and deliver our organisational change strategy.</p>
<b>Key Responsibilities</b>	<ul style="list-style-type: none"> <li>• Support business leads and sponsors to create and deliver change management strategies for the some of the organisations most complex programmes of work.</li> <li>• Manage delivery of change management activities, provide anecdotal and formal intelligence about issues and challenges, and respond positively and quickly to iterate change plans.</li> <li>• Advise, coach and support leaders, managers, and programme/project team colleagues in all relevant aspects of change leadership and change management to enable a line-led approach to change.</li> <li>• Plan and deliver transition support to embed programme/project/workstream outputs into 'business as usual'.</li> <li>• Contribute to developing the organisational change strategy, and deliver activities as a part of it. For example, mobilising and managing a network of change leaders across the organisation to facilitate change with their teams.</li> </ul>

	<ul style="list-style-type: none"> <li>Play an active role in developing the organisation's change capability, and maturity in change management.</li> </ul>
<b>Know-how</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Recognised change management accreditation/qualification <b>or</b> equivalent by experience.</li> <li>Technical knowledge of up-to-date change management models, tools and trauma informed approaches.</li> <li>Communications, relationship building, and stakeholder management skills to effectively engage and influence a variety of stakeholders at different levels in the organisation (including senior management).</li> <li>Collaboration skills to work effectively with business leads and sponsors, programme/project managers, and other specialists (e.g. internal engagement or human resources).</li> <li>Ability to apply a people centred and structured change management approach throughout the whole programme/project lifecycle, to plan and manage change on programmes/projects of varying scale and complexity.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>Time management and prioritisation skills to manage peaks and troughs in workload, and competing demands and deadlines.</li> <li>Ability to engage with stakeholders to surface and resolve sensitive issues related to the change, and to devise and recommend strategies to overcome significant resistance to change.</li> <li>Ability to provide change management advice, coaching and support to leaders and managers to enable a line-led approach to change.</li> </ul>
<b>Additional Requirements</b>	<p>Prepared to travel in the UK, approximately monthly, to deliver workshops, attend stakeholder meetings and engage with our people.</p> <p>Prepared to work flexibly, which from time to time will mean working outside normal office hours.</p>

<b>Pre Engagement Checks</b> Highlight bold as required	
DBS- England & Wales	<b>None</b>
PVG- Scotland	<b>None</b>
Access NI- Northern Ireland	<b>None</b>
Driver Check	<b>No</b>
<b>International Roles Only</b>	
International Police Check	N/A
International Driving Licence for manual cars	N/A

<b>Role Reference</b>		<b>Review Date</b>	
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*We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.*