

The University of Rochester Medical Center is made up of many parts, all devoted to providing highly advanced medical care. Our Mission of “Ever Better” means we improve the well-being of patients and communities by delivering innovative, compassionate, patient and family-centered healthcare, enriched by education, science and technology. Our Vision is to cultivate a diverse and inclusive environment that guides and transforms our approaches to healthcare, education, research and community partnerships.

The University of Rochester Medical Center’s Human Resources team is seeking a **Change Management Leader**. The **Change Management Leader** serves as the key Project Manager, developing and executing project plans that maximize employee engagement to ensure that people are prepared for, and embrace, change. This position will initially lead the Career Path Modernization project, a multi-year initiative to completely transform our job classification and compensation program. As time goes on, the **Change Management Leader** will support future Human Resource projects.

Primary activities include:

- Developing comprehensive, actionable, and targeted change management plans addressing: Stakeholder Analysis, Coaching Plans, Communications, Training, and Resistance Management.
- Providing subject matter expertise and guidance by advising leaders on the execution of established project plans.
- Identifying potential people-side risks, analyzing KPIs and anticipated points of resistance, and developing mitigation plans to address the concerns.
- Building and leading a Sponsorship coalition, including the Executive Sponsor and leadership champions, to reinforce awareness within the organization. Partners with the Executive Sponsor throughout the change process to establish organizational buy-in and sense of urgency to prioritize the change.
- Developing and conducting readiness assessments, creating measurement systems to track adoption, utilization, and proficiency of individual changes. Issues regular reports to senior leadership, escalating risks that may lead to an unsuccessful launch of projects, and puts forward a plan to mitigate.

Qualifications Include:

- 6+ years of experience in implementing Enterprise-level organizational change management projects, demonstrating proven transformational results.
- Change management experience within the healthcare industry or higher education/academia is helpful.
- Strong business acumen and understanding of organizational issues and challenges.
- Bachelor's degree in Human Resources, Communications, Organizational Development, Behavioral Psychiatry or other related field.
- Change Management or Lean Six Sigma certification preferred.

Job ID: 225903

EOE Minorities/Females/Protected Veterans/Disabled

TO APPLY:

https://ps.its.rochester.edu/psc/PSApplyOnline/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS_CG_SEARC_H_FL.GBL?Page=HRS_APP_SCHJOB_FL&Action=U