



# Career Opportunity

Federated Co-operatives Limited (FCL) is hiring two **Senior Change Management Specialists** on a permanent basis. These positions can be based out of one of our office locations in Saskatoon, SK, Edmonton, AB, Calgary, AB, Regina, SK, and Winnipeg, MB, or remotely throughout Western Canada.

## Who we are:

As a co-operative, we do business differently. We believe in working together to serve Western Canadians, delivering profits back to our communities and investing in sustainable growth. Our work is guided by our values of integrity, excellence and responsibility and driven by our vision of building sustainable communities together. To learn more about who we are, visit [www.fcl.crs](http://www.fcl.crs).

## What you'll do:

You will work within an integrated model providing strategic change management expertise in support of a large-scale transformational initiatives and development of organizational change capabilities and resilience. You will ensure that organizational change management best practices are appropriately applied to important change initiatives in alignment with the scope and impact of the change and project sponsor expectations. Some key responsibilities include:

- Ensure consistent and appropriate change management approaches for important change initiatives.
- Work with project sponsors and leads to determine an appropriate approach based on the particular scope and impact of the change.
- Conduct activities and create/update project artefacts related to change management through a collaborative, coached approach using OCM function aligned organizational change management guidance, templates, and approaches.
- Work with other OCM, Communication, Organizational Learning, and project team resources to increase organizational capability through consistent, repeatable approaches.
- Provide input and change management perspective on potential adaptations to strategies, plans and tactics led by others such as communications and learning to ensure alignment to a cohesive and targeted change approach with a strong foundation of change analysis and assessment.
- Provide regularly scheduled status updates to Organizational Change Manager and Business Program Manager; Project Manager(s) as well as Steering Committees, Sponsor Committees and leaders.
- Work with project team members and leaders as a mentor in organizational change management and change leadership.
- Using FCL Change Management and related organizational frameworks and tools, supports the development and/or delivery of change management and change leadership education across the CRS.
- Contribute to, learn, and support others through participation in the OCM Community of Practice.
- Contribute to, learn, and support the delivery of consistent OCM materials through central mechanism.
- Contribute to building internal change management capabilities through coaching change



leaders on how to use change concepts and the standard OCM tools to successfully implement changes in their own departments.

**Why it matters:**

We help local Co-ops grow and thrive by offering a range of professional services, including marketing, market research, information technology, human resources, accounting, risk management and business development.

**Who you are:**

You are looking for a career in Strategy & Communications and:

- You have a bachelor's degree in business/commerce or related field.
- You have a minimum of 6 – 9 years of progressively responsible experience working with multiple levels of leadership in the planning, execution and sustained benefits realization of large scale, complex, change projects (a combination of relevant education and experience may be considered.)
- You have the following requirements:
  - Prosci® Change Management or similar certification is strongly preferred.
  - Experience working in the Co-operative Retailing System or demonstrated understanding of the co-operative business model, or another unique governance model is an asset.
  - Project management certification is an asset.
  - Exceptional communication skills – both written and verbal.
  - Experience in facilitation, training and coaching is an asset.
  - Knowledge of digital transformation concepts and terminology is an asset.
  - Knowledge or experience in transformational Customer Experience focused change is an asset.
  - Knowledge or experience in Retail and/or the Energy industry is an asset.
- You're honest and trustworthy, are results oriented and strive to be the best in what you do.
- You believe in collaboration, building relationships and value the perspectives of others.

Our Team Members receive competitive salaries, short-term incentives, a comprehensive benefits package and an employer-contributed pension plan. We encourage our Team Members to take advantage of learning opportunities, to grow and develop, and to foster a culture of teamwork and innovation.

FCL embraces diversity and inclusion and we're working to create a workplace that is as diverse as the communities we serve. We support and provide an environment that allows every person to bring their whole self to work.

We take the health and well-being of our team members and customers very seriously. We continue to take steps across all areas of our business and locations to keep our team members and customers safe and healthy.

If this opportunity speaks to you, we invite you to **apply by July 3<sup>rd</sup>, 2022.**

We thank all candidates for their interest, however only those selected to continue in the recruitment process will be contacted. If you require support to apply for this opportunity please contact us at [fclhr@fcl.crs](mailto:fclhr@fcl.crs).

Please note you may be required to undergo a background check and substance test in accordance with FCL policies.