

People and change manager

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Company: Michael Page

Location: United Arab Emirates

Category: healthcare-practitioners-and-technical

Permanent Opportunity | Global Business

About Our Client

The client is a global firm operating in 145 countries around the world, this role will involve change management, org design and restructuring and will require a strategic HR professional from industry.

Job Description

The Key responsibilities of the role will involve:

Change management-Assesses organisations readiness and develops change management strategies and plans that maximise employee adoption and usage and minimise resistance through:

Applying a structured methodology and leading change management activities.

Supporting communication efforts.

Focusing on the people side of change, including changes to business processes, systems and technology, job roles and organisation structures

Supporting training efforts.

Performance management-

Identifies development needs of team and provides coaching, mentoring and stretch assignments to attract, develop and retain our most talented colleagues.

Plans and seeks opportunities to allocate team members responsibilities that will enable them to learn new skills that align to their goals.

Effectively supports and manages under performance, in line with local guidance and policies.

Quality Management-

Executes projects to a level that meet member firm's Quality standards within commercial context.

Manages scope and delivers timely and quality deliverables.

Communicates risk and issues early to Leaders as appropriate

Holds review(s) on completion of projects to identify lessons learned and enhance future quality and commercial planning. * Works on CPD to maintain professional status/ accreditation.

The Successful Applicant

The Successful candidate will have/be

Expertise in organisation change management in public/ private sector in the GCC region, dealing with many different disciplines, from behavioural and social to information and business solutions in order to recognise the changes in the broader business environment and entities towards implementing the project's objectives.

Experience developing change strategies and producing organisation wide communications to support.

Solid understanding of project management methodology.

Demonstrated experience conducting workshops/ training's with business partners and employees experiencing change.

Outstanding interpersonal, communication and presentation skills.

Fluent written and spoken English is mandatory.

Arabic speaker is a plus.

What's On Offer

A Competitive salary package + relocation costs

Contact: Abbie Higginbotham

Quote job ref: JN-052023-6053701

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