



CAREERS AT KM SYSTEMS GROUP

Position Title: **Business Performance Improvement Change Management Consultant**

Position Summary: The Change Management Consultant will apply knowledge of organizational change management to identify impacts of change and determine change strategies. This person will work with our clients to assess the overall organization and ensure enterprise-wide integration of efforts, with a primary focus on the human resources and organizational aspects of change. This includes changes involving business processes, systems and technology, job roles and organization structures.

Location: Washington, DC area

Responsibilities: This individual will identify appropriate change management strategies with clients and develop plans for executing the strategies. The Change Management Consultant may also assist in executing the plan, communicating the changes and monitoring effectiveness.

- Apply a structured change management approach and methodology for the people side change caused by projects and change efforts
- Develop actionable change management plans – including communication plan, senior leadership roadmap, coaching plan, training plan and resistance management plan
- Identify potential people-related risks and points of resistance, and develop specific actions plans to address the concerns
- Conduct readiness assessments, evaluate results and present findings in a logical and clear manner
- Create and enable reinforcement mechanisms and celebrations of success
- Work with project teams to integrate change management activities into the overall project plan.

Education Bachelor's Degree in Business, Public Administration, Psychology, Human Resources or other related disciplines (required)

Knowledge and Skills:

- Minimum of seven years of direct experience in organizational change management and organizational development
- Expert-level understanding of change management principles and methodologies
- A solid understanding of the change process and experience using the ADKAR model or similar methodology/approach
- Significant experience working with people at all levels of an organization
- Ability to influence others and move toward a common vision or goal
- Strong analytic and decision making abilities
- Strong communication and interpersonal skills
- Change Management Professional designation is a plus (e.g., Prosci CMP, SPHR, etc.)

- Experience with process improvement and business performance improvement tools and techniques is a plus
- Familiarity with project management approaches, tools and phases of the project lifecycle
- Experience with large-scale organizational change effort is a plus

Salary and Benefits:

KM Systems Group offers very competitive salaries and incentive compensation through performance bonuses and profit sharing. The company provides a 401(k) match saving plan and medical/dental plans.

About KM Systems Group

KM Systems Group provides a friendly and supportive culture that provides opportunities to interface with clients and develop valuable management and technical skills. We provide an environment to support your career objectives and professional growth while maintaining a balance between your professional life and personal life.

KM Systems Group is a premiere strategy and technology consulting firm offering business performance improvement, earned value management and program management expertise to the private and public sector. We have developed a comprehensive toolset of standardized methodologies, industry best practices and process templates that dramatically accelerates client service delivery and, consequently, the speed to value for our clients. We approach each engagement using a common, proven platform for planning, managing and delivering to ensure our clients benefit not only from the deep experience of our team, but the latest project management disciplines and technology tools. Visit us at www.kmsystemsgroup.com.

Contact:

careers@kmsystemsgroup.com