



Specialist; Change Management (Fixed Term - 2 Years) (1 Position(s))

Job Location : Head Office

Job Purpose:

The purpose of this job is to focus on ensuring Change Management is well managed and ensure that in all initiatives/ projects appropriate change plans are prepared and executed as per the defined timelines.

In support of the Change Manager, you will be working with other stakeholders to ensure speed of adoption in different projects/initiatives.

Main Responsibilities:

Change Management

- Use established frameworks and tools to assist in crafting strategies for assigned Transformations.
- Collaborate with communication teams to tailor messages to specific stakeholder groups.
- Track progress against defined success metrics and identify areas for improvement.
- Proactively identify and mitigate potential risks associated with change.
- Regularly update plans based on data, feedback, and impact analysis.
- Work collaboratively with project teams to seamlessly integrate Change Management activities.
- Assist in developing clear and actionable steps in each stage of implementation of change initiatives.

Learning and Development (All changes and other training programs)

- Assist in evaluating training programs Summarize key findings including successes, challenges, and recommendations for improvement. Collect and analyze feedback from participants, stakeholders, and Subject Matter Experts.
- Contribute to monthly, quarterly, and annual reports Align data with training program objectives and organizational change goals.
- Support training administration Assist with scheduling, booking venues, managing and materials.
- Support the development and delivery of Training Programs.

Knowledge and Skills:

- Understanding of Change Management methodologies such as ADKAR Model, Lewins Model, Nudge theory and any other relevant model
- Strong stakeholder management skills.
- Good listening and communications (including public speaking and presentation) skills.
- Business acumen.
- Project management and planning skills.
- Analytical mindset and critical thinking.
- Good problem-solving skills.
- Team player and ability to collaborate with larger cross functional and diverse background groups.

Qualifications and Experience:

- Bachelor's degree in fields related to ICT, Business, Economics, HR, or any relevant field of study from a reputable university.
- 1 year of applicable Change Management experience (Financial services industry is a bonus).

NMB Bank Plc is an Equal Opportunity Employer. We are committed to creating a diverse environment and achieving gender balanced workforce.

Female candidates and people living with disabilities are strongly encouraged to apply for this position.

NMB Bank Plc does not charge any fee in connection with the application or recruitment process. Should you receive a solicitation for the payment of a fee, please disregard it.

Job opening date : 27-Feb-2024

Job closing date : 12-Mar-2024

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