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JOIN OUR IT TEAM AND HELP CREATE
A LOW CARBON, SUSTAINABLE FUTURE.

APPLY NOW



Change Lead – Digital Transformation

The ESB IT Change Management team enable the successful delivery of people and culture change for all Digital and Project transformations planned within ESB's IT Portfolio.

This is an exciting role which will be at the forefront of enabling and supporting the success of our ESB wide Digital transformation programmes.

Our Accelerate Digital programme is about evolving our culture – meaning building new mindsets, new behaviours and learning new digital skills. By enabling a better people experience through digital, we are putting our employees at the centre of ESB, meaning greater fulfilment and empowerment.

Key Responsibilities

The Change Lead will:

- Apply a structured methodology and lead strategic change management activities.
- Assess the change impact by conducting impact analysis, assess change readiness and identify key stakeholders.
- Apply the ESB change management methodology to create a strategy to support culture and transformational change required by a programme or initiative.
- Directly lead and deliver change management on innovative major initiatives, owning change activities including impact assessment, communications, training, culture change and business readiness.
- Lead communications efforts by undertaking the design, development, delivery and management of communications.
- Support training efforts by providing input, document requirements and support the design and delivery of training programs.

Knowledge, Skills and Experience

Essential

- Minimum 7 years' relevant change management experience, ideally with a minimum of 2 years working on Digital or Business Transformation Projects.
- Exceptional communication skills, both written and verbal..
- Ability to influence others and move toward a common vision or goal.
- Ability to establish and maintain strong relationships.
- Flexible and adaptable; able to work in ambiguous situations.
- Able to work effectively at all levels in an organisation.
- Must be a team player and able to work collaboratively with and through others.

Desirable

- A solid understanding of how the people journey through a digital or business transformation.
- Deep experience and thorough knowledge of change management principles, methodologies and tools such as PROSCI.
- Be a 'disruptor' who champions change and innovation.
- Ability to clearly articulate messages to a variety of audiences.

Qualifications

Essential

- Recognised third level qualification or equivalent work experience is essential.

Desirable

- Qualification in organisational behaviour, change management or equivalent.
- Agile certification.

Reporting to

- The successful candidate will report to the Change Management Services Lead, PMO, IT Delivery.

Location

Base Location: Fitzwilliam 27, ESB's new Head Office, Dublin (Smart/Remote Working suitable)

ESB is committed to offering flexibility in ways of working and we call that **Smart Working** – combining digital tools with a culture of trust and empowerment to enable flexible and remote ways of working. The successful candidate may combine remote / smart working within the jurisdiction (Republic of Ireland), with attendance at base for in-person collaboration, the frequency of which is agreed with the manager and subject to ongoing review.

Further Information

Further information on all our current Digital/Technology/IT related roles, including full job descriptions and information on our Smart Working as well as our new state of the art Head Office Fitzwilliam 27, visit www.esb.ie/careers

In return, we offer excellent career enhancing opportunities where our people can thrive in a fast paced, agile environment by giving them the tools, flexibility and autonomy to deliver on our purpose: leading the transition to a secure, affordable, low-carbon energy future for our customers and communities.

We pride ourselves in the mentoring, training and development offered to staff, as well as our competitive and attractive rewards and benefits package. We are also offering a once-in-a-generation opportunity to empower our people to work smarter, enjoy the benefits of an inclusive, flexible working culture and significantly reduce carbon emissions through remote and hybrid working.

Closing Date

Closing date for applications is Monday 18th October 2021.

If you have any queries in relation to this job, please contact recruitment@esb.ie

Apply Now

To apply for the **Change Lead** role, click on the link below:

<https://career2.successfactors.eu/sfcareer/jobreqcareer?jobId=7064&company=electric02>