



Change Manager

TOWER is offering a fantastic career opportunity for an experienced Change Manager to join our Legacy Systems Replacement (LSR) programme team for a 24 month contractual period.

The LSR Programme is a significant transformation programme within TOWER Insurance. The main objective of the programme is to deploy a new general insurance system for TOWER which will support the business's objectives now and into the future.

The Business Change Manager has overall responsibility for managing the business change aspects of the LSR Programme, including preparing the business for the change, driving the change into the business, developing and implementing effective communication and training plans, and managing the final implementation of the new processes and systems into the impacted business units.

Your primary mission is to accelerate the change goal, minimise disruption, and to ensure that benefits planned are harvested.

Key responsibilities include driving the development and communication of the Change Vision, Change Strategy and Stakeholder Engagement Plans; actively establish, monitor and sustain a cascading change leadership network across the TOWER businesses; establish clear, simple, readily measurable performance goals; Project Manage the change management work stream of the LSR Programme; oversee the development of training and communication plans, and manage the development of the content and delivery; and manage the cutovers to the agreed schedules, monitor progress, escalate when progress deviates from the plan.

To be considered for this role you will have a record of accomplished change projects consistently delivered on time, within budget, and in a manner contributing to your favourable industry reputation.

You will have excellent relationship management and influencing skills and have proven your ability to work successfully with senior management, project owners and sponsors as well as with front line staff. You must have excellent spoken and written English and possess a confident and effective communication style.

Because... it is the difference you make that matters

If you think you have what it takes to join this team, please email your CV and covering note to jobs@tower.co.nz by Sunday 5 July 2009 or call Emma Reid 09 369 2294.