

Careers at GMCT: More than just a job

Join our diverse team dedicated to serving Melbourne's communities with integrity, respect, compassion and sustainability.



Business change lead-transformation program

- **Location: Fawkner**
- **Full-time, fixed-term contract (three-year contract)**
- **Contribute to a culture of high performance**

Be part of a high performance organisation that's now entering an exciting phase of growth and maturity.

As a key member of the customer and digital transformation team at GMCT, our ideal candidate will work collaboratively with the human resources and transformation teams to ensure that the change is managed effectively and employees feel supported and remain committed to the vision of a customer-first organisation.

What is the key accountability for this role?

Creating the people change management strategy and plans required to implement the transformation program to transform GMCT from a customer service to a customer centric organisation.

Key responsibilities include:

- create a change management strategy and organisation-wide approach for managing change. This will include a structured methodology and governance of change (issue tracking and reporting)
- embed the structured approach to change management into the organisation
- provide senior leader engagement on major change impacts. this will include ensuring regular flow of information and updates on change readiness, risks and issues arising from change impact planning
- support, consult and coach at all levels of the organisation: senior leaders, managers, supervisors and project teams
- partner with the human resources team to develop and implement integrated people strategies and work plans that meet business needs
- support communication efforts and contribute to communication strategy development to support organisation development and change initiatives
- coordinate efforts with other specialists in service & engagement team and internal service departments
- define and measure success metrics and monitor and report on change progress.



TO APPLY:

Applications must address the key selection criteria and be submitted to jobs@gmct.com.au

Closing date:

4pm Tuesday 10 July 2018

This position requires the successful candidate to undergo a pre-employment medical, police check and values testing.

People of Aboriginal and Torres Strait Island descent are encouraged to apply.

GMCT is an Equal Opportunity Employer.

GMCT is a Supportive Employer of Australian Defence Force Reservists.



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To be successful in this position you will require:

- degree qualified (business, human resources, psychology or related field) - Post graduate qualifications are desirable
- an appropriate change management certification desirable
- a solid understanding of how people go through a change and the change process; experience with implementing contemporary change management models
- demonstrated experience in successfully leading change management process and strategy at an enterprise level in the public sector
- a demonstrated commitment to the vision and values of GMCT
- high level interpersonal and team skills, including the ability to work co-operatively and promote a positive team approach and the demonstrated ability to apply these with internal and external stakeholders
- demonstrated ability to effectively manage and priorities multiple tasks- and achieve required timelines
- demonstrated ability to take initiatives is a self-starter and work autonomously in a dynamic workplace environment
- conflict resolution
- demonstrated experience in complaints management
- current driver's licence.

ABOUT GMCT

At The Greater Metropolitan Cemeteries Trust we believe in caring for your loved ones with dignity and kindness. Our 19 cemeteries and memorial parks are maintained in perpetuity, giving you, your family and future generations' peace of mind.

Each year, we help more than 12,500 families – of all cultures and faiths – plan and prepare for funeral, cremation, interment and memorial services. We are committed to maintaining these beautiful, restful and sustainable places to preserve and protect the memories and history they hold.