



Organizational Change Manager - Job Posting

Position Title: Organizational Change Manager

Position Type: Part-time (Up to 20 hours per week to start)

Wage: \$29-\$30 per hour

Posting Summary:

Pivot Point provides innovative clinical services across BC, empowering individuals and families to overcome social and developmental challenges. As a key driver of organizational innovation, the **Organizational Change Manager** leads change initiatives that inspire confidence and build a culture of forward thinking and adaptability. This role bridges communication between staff, leadership, and software developers to ensure seamless implementation of strategic changes, fostering alignment with Pivot Point's vision and mission.

Are YOU skilled in strategic planning, creating tailored initiatives, and managing organizational communication to support change?

Do YOU excel in collaboration and leadership, inspiring teams to embrace innovation while aligning change initiatives with organizational goals?

Are YOU a natural communicator, capable of designing transparent communication plans and facilitating cross-departmental engagement?

Do YOU thrive in monitoring progress and evaluating the success of change initiatives through measurable metrics and detailed reporting?

Can YOU effectively act as a liaison between staff, leadership, and software development teams, ensuring consistent messaging and feedback integration?

Duties and Responsibilities:

1. **Strategic Planning & Implementation** - Develop and implement change management strategies aligned with Pivot Point's vision, addressing risks and stakeholder needs.
2. **Leadership & Collaboration** - Collaborate with leadership to align initiatives with organizational goals and foster a culture of innovation.
3. **Communication & Engagement** - Design and execute clear communication plans, lead workshops, and act as a liaison between staff, leadership, and software developers to ensure alignment and issue resolution.
4. **Monitoring & Evaluation** - Establish metrics, evaluate progress, and adapt strategies as needed, providing leadership with detailed reports on successes and challenges.

Qualifications and Experience:

- Bachelor's degree in a relevant field (Master's preferred) with 3+ years in change management or organizational development, ideally in social services; experience with software development/implementation is an asset.
- Strong understanding of change management frameworks (e.g., ADKAR, Kotter's 8-step Model) and certification (e.g., Prosci, CCMP) is an asset.
- Proven ability to manage multiple projects, meet deadlines, and ensure adherence to social service regulatory requirements and best practices.
- Commitment to equity, diversity, and inclusion, with knowledge of trauma-informed and culturally responsive approaches.
- Visionary leadership, empathy, creativity, and adaptability to inspire trust and guide teams through change.

Working Conditions:

- Half-time position (20 hours per week) with accessibility Monday to Friday, with occasional evening or weekend work as needed. This position is likely to expand to full time.
- This is primarily a remote / work-from-home role with occasional travel to program sites (less than once per month) throughout the year.

Why join the Pivot Point team?

Pivot Point specializes in ***intensive therapeutic interventions*** for children, teens and adults with Autism and other diverse abilities. This might be YOUR opportunity to join a comprehensive clinical team in your community, so you can move YOUR career to the next level.

If you have a passion for helping individuals with diverse abilities and highly complex care needs, join Pivot Point so we can work together to create positive change!

To apply, please visit <http://pivotpoint.ca/apply-now> to upload your resume and submit an application.