Position Title	**Project Change Manager**
Position No	00089433
Delegation Level	007
Job Designation	Project Manager
Organisational Unit	ETCS Alliance (QR)
	ETCS
Work Centre	Brisbane
Position Type	Temporary
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	Team Member/Tech Prof
Shiftworker	No
Classification (Range)	AS7 .1 - AS7 .4
Pay Scale Type	ASPT
Reports to Position	Program Delivery Manager

QUEENSLAND RAIL VALUES:

1 Queensland Rail - We do better together
Treat others with respect - We appreciate everyone's contributions and differences
Empower our people - We have confidence in our people
Act Safely - We work safe, to go home safe
Make a positive difference - We learn from today, to improve tomorrow

Position Purpose

Lead the development and implementation of business and stakeholder change management strategies and plans for major operational and technology projects to maximise employee uptake, enable organisational readiness, and support successful project delivery.

Position Responsibilities

1. Lead the design and delivery of change management activities through applying the Queensland Rail change management methodology.
2. Develop and implement change management plans, processes and tools including communication, training, stakeholder engagement, and readiness strategies aligned to Queensland Rail change processes and activities.
3. Support stakeholder engagement via the delivery and management of key communications to support understanding and project outcomes.
4. Determine stakeholder needs and business impacts through collaborations to inform business cases, and shape change strategies.
5. Develop and maintain effective business relationships with internal and external stakeholders through timely, strategic and valued advice to drive the organisational change required by the project strategy and deliverables.
6. Provide advice and training to all leaders to reinforce change initiatives to ensure internal capability and project outcomes are achieved.
7. Identify and manage change related risks and resistance through tracking and reporting project progress, as well as the effectiveness of engagement and training initiatives.

8. Collaborate with internal and external teams to align future-state business and operational readiness.

Additional Factors
The appointee will be required to :-
- Comply with Queensland Rail's Code of Conduct;
- Observe all legal and safety obligations of the organisation;

What is the key selection criteria
1. Extensive knowledge of best practice operational readiness, change management and communication strategies, with demonstrated experience applying these to support successful delivery of technology project delivery.
2. High level of skill in designing and delivering operational readiness, change impact assessment, and communication and engagements strategies in complex organisational environments.
3. High level of influencing, interpersonal, consultation, problem solving, relationship building and negotiation skills that build and sustain productive relationships and partnerships.
4. High level of written and verbal communication skills, with the ability to tailor messages to a range of audiences to achieve engagement and understanding.
5. High level of familiarity and knowledge of project management ideally in the delivery of technology projects.
6. Knowledge of and willingness to commit to and work within Queensland Rail's Value and Behaviours.

Pre-employment Checks:
Not Applicable

Health, Safety and Environment Responsibilities
Comply with the overarching document called Health, Safety and Environment Responsibilities MD-11-6843 located in the Safety and Environment Management System.

Personal Protective Equipment needs:
Refer to relevant business instructions.

Safety Publications
Refer to relevant business instructions.

Please Note:
Queensland Rail has a random alcohol and other drug testing program.
Testing can occur anywhere, at any time, on any day.