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| **Change Management Specialist**   |  |  |  |  | | --- | --- | --- | --- | | **Competition #** |  | **Location:** | Bayview Campus | | **Classification:** | Temporary Full-time (Until approx. June 2027) | **Department:** |  | | **Salary:** | $42.12- 54.05 | **Union:** | Non-union | | **Hours of Work:** | Weekdays: Flexibility to work weekends and outside of core business hours dependent on project needs | | |   **Project Manager – HIS Implementation (2-Year Contract)**  Sunnybrook Health Sciences Centre is a nationally-leading and internationally-recognized academic health care centre based at several sites in the Greater Toronto Area (GTA). Our team delivers expert, compassionate care to patients from across Ontario; wide ranging and sometimes unique education to thousands of learners each year; and research and implementation of innovations that invent the future of health care. Since our first patient in 1946, Sunnybrook has evolved and expanded to become a network of integrated sites and campuses representing the full continuum of care including pre-hospital, acute, and post-acute and key specialty services for Ontario.  Sunnybrook is embarking on a multi-year digital, clinical transformation project to implement a new health information system (HIS) across all campuses and satellite sites, through Project REACH. The project is a pillar of enabling exemplary patient experience and quality of care and therefore this is not solely an information technology initiative, but one founded in clinical transformation and care redesign. Led by the Clinical Informatics Team, Project REACH will strive to enhance patient care, streamline clinical workflows and support our clinicians.  **About the Opportunity**  Sunnybrook Health Sciences Centre is seeking an experienced Change Management Lead to support the successful implementation of our Health Information System (HIS). This role will be instrumental in ensuring the seamless transition to a modern HIS platform.  In collaboration with the HIS vendor, the successful candidate will focus on developing, executing, and sustaining change management strategies that maximize adoption and minimize resistance. They will work closely with senior leadership, project teams, and frontline staff to drive engagement, readiness, and adoption of new processes, systems, and ways of working.  This 2-year contract position reports to the Director, Project REACH and Director, Clinical Informatics and will engage stakeholders across Sunnybrook's hospital sites, including senior leadership, clinical teams, IS/IT, and external partners.  **Key Responsibilities**   * Lead the development and execution of comprehensive change management strategies and frameworks aligned with organizational priorities. * Provide expert guidance to senior leadership, project teams, and stakeholders on change management best practices. * Assess the impact of organizational changes and develop targeted interventions to support smooth transitions. * Build change leadership capacity by coaching leaders and managers to act as change agents. * Contribute to the development and implementation of communication plans, stakeholder engagement strategies, and readiness assessments to ensure effective adoption of the HIS. * Collaborate with the training team on training, education, and support programs to enhance end-user adoption. * Identify risks and resistance to change and develop mitigation strategies to address concerns proactively. * Evaluate the effectiveness of change management initiatives through data analysis, feedback collection, and performance metrics. * Ensure alignment of change management activities with corporate strategies, operational goals, and transformation initiatives. * Foster a culture of continuous improvement, innovation, and collaboration across the organization.   **Qualifications & Skills**   * Bachelor’s or Master’s degree in Organizational Development, Business Administration, Human Resources, or a related field. * Minimum 5-10 years of experience in leading organizational change initiatives, preferably in healthcare or digital transformation environments. * Strong knowledge of change management methodologies, frameworks, and tools (e.g., Prosci, ADKAR, Kotter). Certification in Change Management (e.g., Prosci) is preferred. * Experience with large-scale technology implementations, including Health Information Systems (HIS), is an asset. * Proven ability to work with senior leaders, stakeholders, and cross-functional teams to drive change initiatives. * Excellent communication, facilitation, and interpersonal skills. * Strong problem-solving, analytical, and decision-making abilities. * Ability to work in complex, fast-paced, and dynamic environments. * Project management experience and familiarity with Agile methodologies are advantageous.   **Key Competencies:**   * Leadership and Influence: Ability to guide and inspire teams to adopt new practices and mindsets. * Stakeholder Engagement: Strong interpersonal skills to build trust and collaboration across different levels of the organization. * Strategic Thinking: Ability to align change initiatives with broader organizational goals and long-term vision. * Communication and Training: Ability to convey change messaging clearly and develop effective learning programs. * Adaptability and Resilience: Ability to navigate ambiguity and sustain momentum in complex change environments. * Analytical and Problem-Solving Skills: Ability to assess data, diagnose challenges, and implement practical solutions.   **Date Posted:**  **Last Day for Application:**   * The location and/or details in the job posting may change depending on operational needs. * Qualified Applicants must submit both an Internal Application/Transfer Form and current Résumé to the Human Resources Department at their campus. Qualifications, skills and demonstrated satisfactory attendance and performance are considered as part of the selection process. * Sunnybrook is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (‘AODA’). If you require accommodation for disability during any stage of the recruitment process, please indicate this on your Internal Application/Transfer Form. |

