

### Change Manager

TR Fastenings Ltd specialise in distributing and manufacturing standard and specialist industrial fasteners. Through our global operations, TR employs over 1,300 highly skilled and experienced people. Every colleague around the world is a valued member of the TR family who, on a daily basis, work together to deliver a high-quality service for all our customers.

Trifast have established a project team to deliver business innovation and change projects around the world. Predominantly focused on project ATLAS, the project team is now looking to recruit, an experienced Change Manager on a full-time basis.

#### The Role

Reporting to the Project Director, the candidate will be responsible for assisting with the deployment of our new ERP system (Project ATLAS), and then be part of a team of experts leading transformation projects within the group. Working with the project team and company stakeholders, the right candidate will be responsible for managing the end to end change and communications plan.

Key duties/responsibilities include:

- Create and manage end to end Change and Communications Plan
- Utilise change management processes and tools to create a strategy to support adoption of the changes required by the project and Group initiatives
- Support the design, development, delivery, and management of communications
- Manage or conduct change impact analyses, assess change readiness, and identify key stakeholders
- Using change analysis against People, Process and Technology to quantify both the scale of change required and the change intervention required
- Identify, analyse, and prepare risk mitigation tactics
- Identify and manage anticipated resistance
- Support organisational design and definition of roles and responsibilities
- Integrate change management activities into project plan
- Evaluate and ensure user readiness

Remote working options will be available, however there will be the requirement for infrequent travel globally.

#### The Candidate

The successful candidate will have the following skills/experience:

- Extensive experience as a Change Manager on large scale system implementations, at least 2 full life-cycles, preferably with MS Dynamics, Oracle or SAP
- Worked with C-level stakeholders to create their vision and overall programme objectives
- Experience of working on global projects and managing a wide cross-section of local and international stakeholders
- Experience of assessing change impacts from solution or business requirements to create a practical change management plan
- Expert understanding of change management approaches in ERP transformations
- Experience in defining and managing an effective communications plan
- Excellent interpersonal skills
- Strong IT skills; including Microsoft Excel, Word and PowerPoint

#### To Apply

If you are interested in applying, please contact Katia Sparks Group HR Officer on 01825 747324 or email your CV to [Careers@trifast.com](mailto:Careers@trifast.com)

