

Associate, Organizational Development & Change Management Consultant

Duration: Full Time Hire

Location: CA, TX, CO, GA, MN, NY

Motive Power is a dynamic consulting firm specializing in the US Utility industry, offering innovative solutions that enable clients to achieve their corporate sustainability and decarbonization goals. We provide comprehensive project delivery, developing and mentoring teams, and expanding our utility business, all while championing ESG and decarbonization initiatives.

Our commitment to enhancing efficiency, effectiveness, and sustainability is at the core of our organizational development, data innovation, and change adoption expertise. We take a holistic approach, streamlining project management, optimizing processes, and leveraging data-driven insights to foster sustainable growth. Our people-centric change management strategies ensure seamless transitions and alignment with strategic sustainability objectives. With a strong focus on sustainability, we empower organizations to not only improve their performance but also make a lasting positive impact on society and the environment. As an Associate level Consultant, you'll play an instrumental role in supporting these efforts and delivering impactful solutions for our clients.

An Associate at Motive Power is an individual contributor who provides key support to engagement delivery while further developing their credentials, and mentoring and coaching teammates. Associates will typically work under the direction of an engagement manager or client lead. They are adept at learning quickly, adapting well to new clients across multiple industries and continuously applying project management methodologies. The Associate is comfortable working on teams, leading teams, and excellent communicators. They will participate in the planning, identifying and tracking of risks and issues, analyzing and reporting on project financials and engage in frequent client communication.

Responsibilities include and are not limited to:

- ❑ **Knowledge Capture and Sharing:** Develop strategies to capture, organize, and share knowledge within the team to improve efficiency, problem-solving, and decision-making.
- ❑ **Team Collaboration and Leadership:** Foster a collaborative environment, lead and manage a team, providing guidance, mentorship, and performance management to ensure successful project delivery and knowledge transfer.
- ❑ **Project Delivery Excellence:** Focus on efficient and effective project delivery, ensuring that projects are completed on time, within budget, and meeting quality standards.
- ❑ **Cross-Functional Collaboration:** Collaborate with different teams and departments to leverage collective knowledge, drive innovation, and address complex challenges.
- ❑ **Market and Industry Awareness:** Stay updated on emerging trends and advancements in the field of knowledge capture, team collaboration, and project delivery, applying relevant insights to improve project outcomes.

- ❑ **Client Engagement:** Work closely with clients to understand their needs, expectations, and objectives, ensuring that project outcomes align with their requirements.

Requirements:

- ❑ Bachelors or Master's degree in business, finance, economics, engineering, or related field.
- ❑ Minimum of 4 years of experience in relevant project management work experience.
- ❑ Experience managing and leading teams, including hiring, training, and performance management.
- ❑ Knowledge of Organizational Development, Change Management, and/or Process Improvement Methodologies
- ❑ Excellent communication and presentation skills, with the ability to effectively convey complex concepts to both technical and non-technical stakeholders.

Preferred Experience

- ❑ Experience developing, enhancing, and implementing processes and tools and/or developing process documentation.
- ❑ Ability to develop, maintain, and analyze project cost information including budgets, forecasts, actual cost tracking, and variance reporting.
- ❑ Ability to facilitate meetings including preparation of agendas, presentations, meeting minutes, action items, and other meeting documentation.
- ❑ PMI certified PMP, or similar certification
- ❑ Association of Change Management Professionals (ACMP) Certification
- ❑ Six Sigma Certifications (Green Belt, Black Belt, Business Process Professional, Master Level etc.)
- ❑ Microsoft Project certification
- ❑ Advanced analytics and data manipulation skills in MS Excel
- ❑ Advanced knowledge of Microsoft Project, or other scheduling software including use of dependencies, cost loading, resource loading, resource leveling

At Motive Power, we are committed to fostering a diverse and inclusive work environment that reflects our dedication to ESG principles. We encourage candidates from all backgrounds to apply.