

Manager, 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 a Manager level Consultant, you'll play an instrumental role in driving these efforts and delivering impactful solutions for our clients.

A Manager at Motive Power is an experienced member of the team, ready to take on the responsibility for managing engagements and cultivating opportunities with clients. Your responsibilities encompass both client delivery and ensuring the successful delivery of contracted services. This entails showcasing expertise in project management, regularly interacting with clients to set expectations, plan activities, and report progress, as well as demonstrate excellent communication and presentation skills to effectively convey complex concepts to both technical and non-technical stakeholders. As a Manager, you will direct the day-to-day activities of your team members, review all deliverables to ensure they are complete and of the highest quality. Successful delivery also requires adept management of financials, where you'll be responsible for meeting utilization, revenue, and margin goals. In this role, you may often lead cross-functional, multi-location project teams, making a significant impact within our organization.

Responsibilities include and are not limited to:

- ❑ **Team Leadership:** Lead and manage a team of professionals, providing guidance, mentorship, and performance management, ensuring the successful implementation of organizational development projects.
- ❑ **Business Strategy:** Identify opportunities for enhancing organizational growth and improving decision-making processes through the implementation of organizational development methodologies.
- ❑ **Market Awareness:** Stay informed about emerging trends and advancements in organizational development, change management, and process improvement methodologies, and apply them to address complex organizational challenges.

- ❑ **Client and Team Collaboration:** Collaborate with business development and consulting teams to identify new business opportunities, develop proposals, and deliver client presentations that align with organizational development strategies.
- ❑ **Strategic Guidance:** Provide strategic guidance to clients on data-driven decision-making, change management, and best practices in organizational development, fostering positive and sustainable transformations within their organizations.

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.
- ❑ Minimum 4 years' experience management consulting experience and demonstrated success, with at least 2 years in a leadership or managerial role identifying business opportunities and team gaps.
- ❑ Experience managing and leading teams, including hiring, training, and performance management.
- ❑ In-depth knowledge of Organizational Development, Change Management, and/or Process Improvement Methodologies
- ❑ Strong business acumen and the ability to translate complex insights into actionable business recommendations.
- ❑ 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.