

## Performance Change Manager

### The Role:

The Performance Change Manager Role is responsible for delivering the following capabilities to the business: Project Management Support to ensure successful delivery of Transformation Project including process and change management. This will be supported by a Transformation Project PMO.

The Project PMO will support the Digital & Technology Investment Committee (DTIC), strategic objectives and the Whitebook Projects. This will provide good quality information to enable decision making on project priority while also providing support to ensure that the projects get delivered on time and to the required scope and quality.

Working with the Performance Manager and the Head of Finance and Performance this role will encourage improvement and enable transformation projects to be delivered in @One. This role will ensure consistent, effective and efficient performance management and reporting to enable the @One alliance to make informed decisions, maximise opportunities to drive efficiency and minimise risk.

### Key Responsibilities:

#### Transformation Projects

Virtual PMO to provide Transformation projects with the tool to plan, monitor and control projects through proof of concept, delivery, transfer and close. The PMO will also capture and report on timescales, investment, resource, and benefit realisation, supporting (DTIC), strategic objectives and the Whitebook Projects.

A consistent approach will be used to deliver the required products/tools and techniques to business as usual.

Ensure that the agreed governance process is followed and adhered to. New capability delivered through these projects will be successfully transferred to the business enabling opportunities and benefit to be realised.

This role will be hands on in delivering projects, engaging with all necessary stakeholders to ensure successful delivery of projects.

#### Process Management

This function will support the capture of procedures, processes and guidelines that are impacted by projects being delivered under the guidance of (DTIC), strategic objectives and the Whitebook Projects. This role will work in partnership with the Quality and Assurance Management functions to ensure consistency adherence to our Quality Management Procedures.

This will include the development of an interface to store and control our knowledge to enable Alliance staff to be supported on new and existing capability that has been delivered.

This will:

- Enable @One to identify areas for change/improvement, increasing the efficiency of our business.
- Enable new client and/or stakeholder requirements to be readily incorporated.

# come and work with us



- Provide a mechanism to enable Quality Management to assure adherence to our approved procedures.
- Develop a framework for @One team members to operate within.

## **Change Management**

Ensuring projects meet time and budget objectives by increasing employee adoption and usage.

Focusing on the people side of change including changes to business processes, systems and technology. This role will support the design, development, delivery and management of communications as well as conducting impact analyses, assess change readiness and identify key stakeholders and risks to delivery. This role will provide input to document requirements and support the design and delivery of training programs. It will be essential that change management activities are integrated into the project plan. Define and measure success metrics and monitor change progress.

## **Key relationships:**

Alliance Leadership Team  
Business Unit Management Team  
Commercial team  
Anglian Water  
Alliance Partner Organisations

## **Person Specification:**

The successful candidate is likely to meet all of the following criteria:

### **Essential**

Has experience of defining a campaign to successfully transfer a project/product to business as usual.

- Track record of delivering change
- Experience of leading and delivering a digital change project
- Has experience to communicating and transferring a project to large stakeholder groups.

A solid understanding of how people go through a change and the change process  
Experience and knowledge of change management principles, methodologies and tools  
Exceptional communication skills, both written and verbal  
Excellent active listening skills  
Ability to clearly articulate messages to a variety of audiences  
Ability to establish and maintain strong relationships  
Ability to influence others and move toward a common vision or goal  
Organized with a natural inclination for planning strategy and tactics

### **Desirable**

Knowledge of how data is managed through systems

# come and work with us



## Benefits:

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

In addition you may be eligible for entry into the Company's non-contractual bonus scheme, based upon, among other things, the performance of the employee and of the business unit and/or Company.

## About Barhale:

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 800 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

Our business activity is carried out for the following principal sectors:

**Water:** Civil Engineering, Tunnelling, Pipelines and Utilities

**Transport:** Rail, Aviation, Waterways, Highways and Bridges

**Energy:** Power Generation, Power Transmission and Distribution, Waste

**Developer Services:** Civil Engineering across private sector developers UK wide

**Specialist Businesses:** Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

## How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to [careers@barhale.co.uk](mailto:careers@barhale.co.uk).

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.