



Creating great homes together

# Role Profile

**Position**

**Head of Change Capability**

**Reporting to**

**Strategic Organisational Capability Director**

## What you can expect

**We're a magnificent place to work, where talented and ambitious people enjoy rewarding, purposeful and fulfilling careers in an inspirational environment.**

- An opportunity to help make a real difference by realising our vision, mission and strategic priorities.
- Passion, commitment and drive to do the right thing to create a great customer and colleague experience.
- Fast paced, adaptable and collaborative environment.
- Agile working based at home, travelling to Magna footprint as required.
- At Magna, we are committed to your growth and professional journey. We offer ample opportunities for further training and development, empowering you to excel in your career. Our comprehensive benefits package underpins our commitment to your well-being and includes a generous Pension Scheme, Health Care Cash Plan, Wellbeing Portal and Employee Assistance Program. These resources are designed to support both your mental and physical health, ensuring your success in both personal and professional aspects of life.
- We actively support our local communities and encourage employee involvement by offering one paid day per year for volunteer activities alongside access to Credit Union facilities and Colleague Voice. You will also benefit from Company Sick Pay and a competitive annual leave entitlement, which increases progressively with your length of service over the first five years.

## What you are known for

- Delivering successful transformation through collaboration and stakeholder management
- Building a continuous improvement culture that's part of our DNA
- Providing management information and insight from complex, multi-discipline projects and programmes, ensuring effective organisation governance
- Coaching colleagues to embed programme management framework and continuous improvement
- A human centred approach to building capability and positive colleague experience

## What you take care of

- Lead and develop a PMO team of project and change managers to build organisational capability in change and continuous improvement
- Influence and coach leadership team to ensure collaboration and collective accountability to deliver strategic plans. Ensure lessons learned are captured, shared and established
- Evolve a PMO framework and governance model, tools and templates for programme management and change
- Strategy development and planning, ensuring programme dependencies are managed, prioritised and aligned to strategic objectives and deliverables
- Embedding technology and digital approaches to support programme management, resource planning and change delivery
- Provide management information to inform strategic decision making, risk management and track benefits

## What you need to be successful

- Proven track record in change, delivering a range of programmes and projects related to people, process and systems
- Partnering with suppliers and building networks to develop future approaches and good practice
- Ability to identify and communicate opportunities and the need for change through feasibility and business case evaluation
- Leadership, mentoring and coaching skills to enable others to build capability and confidence at senior levels of a business
- Relationship building and stakeholder engagement across all levels of an organisation

## Qualifications required

**Applicants with transferrable skills are encouraged to apply.**

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Approved: