



## Position Title:

### Change Manager (3 year fixed-term contract)

#### **SASRIA SOC LIMITED**

Sasria, a state-owned company, is the only short-term insurer in South Africa that provides affordable voluntary cover against special risks such as civil commotion, public disorder, strikes, riots and terrorism to any individual, business, government or corporate entity that has assets in South Africa.

Sasria has a dual mandate – legislative mandate that directs our day-to-day business operations, and a broader strategic mandate, like any other business in South Africa, to make a positive contribution to transforming our industry and our country, in order to make our country a better place for all her people.

#### **Vision**

Special Risks covered

#### **Mission**

To Provide Special Risk Solutions for Stability In South Africa.

#### **Core Values**

The following values underpin Sasria's pursuit of its stated vision and mission:

- **Fairness** - we will treat all our stakeholders impartially and with respect, recognising our accountability to them;
- **Ethics** - we will conduct ourselves in a manner that is transparent and ethical: courageously doing what is right, honouring our commitments and communicating honestly;
- **Integrity** - we will conduct ourselves in a manner that is fair, transparent and ethical: courageously doing what is right, honouring our commitments and communicating honestly;
- **Service Excellence** – in the performance of our work, we will consistently apply our knowledge, experience and best efforts to deliver relevant and professional service of an exceptional standard;
- **Collaboration** - we will engage with our partners and employees, assuming positive intent, respecting diversity and working together to create uniformly positive outcomes

*Sasria is committed to diversifying its staff profile in terms of its transformation agenda and encourages candidates from previously disadvantaged backgrounds to apply. Sasria will respond to short listed candidates. Candidates who have not been contacted within 4 weeks of the closing date can assume that their application has been unsuccessful.*



## **ROLE DESCRIPTION**

### **Job summary statement/purpose:**

A change manager will play a key role in ensuring projects (change initiatives) meet objectives on time and on budget by increasing employee adoption and usage. This person will focus on the people side of change, including changes to business processes, systems and technology, job roles and organization structures.

The primary responsibility will be creating and implementing change management strategies and plans that maximize employee adoption and usage and minimize resistance. The change manager will work to drive faster adoption, higher ultimate utilization of and proficiency with the changes that impact employees. These improvements will increase benefit realization, value creation, ROI and the achievement of results and outcomes.

### **Key performance areas (duties & responsibilities)**

#### **1. Strategic Alignment**

- The change manager will act as a coach for senior leaders and executives in helping them fulfill the role of change sponsor.
- Provide direction, support and coaching to all levels of managers and supervisors as they help their direct reports through transitions.
- Support project teams in integrating change management activities into their project plans.
- Advise the Executive Manager: EM on strategic planning, alignment and implementation relating to change management.
- Analyse problems, recommend solutions to meet business rate of adoption to change.

#### **2. Change Implementation:**

- Apply a structured methodology and lead change management activities:
  - Apply a change management process and tools to create a strategy to support adoption of the changes required by a project or initiative
- Support communication efforts:
  - Support the design, development, delivery and management of communications
- Assess the change impact:
  - Conduct impact analyses
  - assess change readiness and identify key stakeholders
  - Identify, analyze, prepare risk mitigation tactics
  - Identify and manage anticipated resistance
- Support training efforts:
  - Provide input, document requirements and support the design and delivery of training programs



### **3. Reporting:**

- Define and measure success metrics and monitor change progress
- Conduct regular change, issues and status meetings to track progress and risks

### **4. Ad hoc tasks:**

- Recommend best practices to achieve business objectives, and provides alternatives to achieve desired end results
- Perform any reasonable tasks as and when required by the Line Manager

### **Qualifications and Experience:**

- Degree in commerce, preferably an honours degree
- Formal change management certification, preferably Procsi
- 8 - 10 years proven experience in the adoption of multiple changes at an enterprise level.

### **Knowledge:**

- A solid understanding of how people go through a change and the change process.
- Experience and knowledge of change management principles, methodologies and tools.

### **Behavioural Competences:**

- Continuous improvement
- Persuading People
- Emotional Intelligence
- Conveying self confidence
- Understanding people
- Upholding standards
- Driving results
- Managing work

### **Demographics:**

A South African citizen of any gender, preference will be given to an EE candidate.

### **Location of the role:**

The role will be in Illovo, Johannesburg.

**Closing Date:** 30 April 2019

**Send applications to:** [careers@sasria.co.za](mailto:careers@sasria.co.za)