GARDAWORLD
Careers

Technology Change & Adoption Specialist

Reference	1450193900
Work locations	Montréal (Quebec, Canada)
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Join GardaWorld. Make a difference!

Montréal, QC | 12 month mandate | Hybrid

Unlocking your potential with GardaWorld, Technology Change and Adoption Consultant, Montreal

GardaWorld is undergoing a significant transformation in the way we recruit, embark and support our employees through technology. We are looking for a technology change and adoption advisor to help transform new technologies and processes into practical and sustainable ways of working.

It is not a role to develop and deliver a change strategy. You will be close to work, in partnership with project teams and business stakeholders, to understand the impacts of change, prepare employees and leaders, develop communications and training, support testing and preparation, and help with adoption through implementation.

If you like the combination of change management, technology and practical delivery, this could be an opportunity for you.

What GardaWorld Brings to You as a Technology Change & Adoption Consultant

- 12-month temporary mandate to support significant HR technology transformation
- The opportunity to work across multiple interconnected technology implementations
- A collaborative environment where you will work directly with HR teams, talent acquisition, technology and operations
- The opportunity to share your experience and ideas with you while remaining close to execution

What Your Days Will Look Like

As our Technology Change & Adoption Consultant, you will

- Harmonize and plan in collaboration with project management to ensure that key activities are carefully supported by related change activities.
- Develop and present adoption and mobilization indicators that support key performance indicators for successful project implementation
- Conduct impact assessments of change and stakeholders to determine how new technologies, processes and working methods will affect different groups of employees.
- Develop and implement practical change, communication and adoption activities that are consistent with project phases and operational readiness.
- Create clear and engaging bilingual communications, tool kits, FAQs, employment aids and other change documents for employees, managers and managers.
- Develop partnerships with experts in this area to develop and provide training and learning materials that focus on roles that prepare users for new processes and technologies.
- Support UAT and business readiness, helping ensure users understand not only how the technology works, but how their day-to-day work will change.
- Develop relationships with leaders, managers, project teams and change champions to identify concerns, resolve resistance and strengthen adoption.
- Provide practical support during deployment and hypercare, gather feedback, identify adoption challenges and help teams resolve them quickly.

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- Monitoring readiness and adoption, using feedback and available data to recommend practical post-implementation strengthening activities.

What We're Looking For in a Technology Change & Adoption Specialist

- Approximately 5 years and more experience in change management, change facilitation, organizational transformation or technology adoption
- Demonstrated experience in implementing or transforming technologies digitally, ideally with the participation of HRIS, ERP, ATS or another business platform
- Extensive practical experience in impact assessments of change, stakeholder participation, communications, training and business preparation
- Ability to take a requirement to change the concept to practical execution, including the development of your own materials and deliverables
- Comfortable work in a rapidly changing project environment where priorities and requirements can evolve
- Strong skills in project organization and coordination, with the ability to manage multiple change activities simultaneously
- The ability to speak English and French is required to develop documents and support stakeholders in both languages across Canada.

Experience That Would Be an Asset

- Experience with SAP SuccessFactors, SmartRecruiters, Workday, Oracle HCM, SAP or another major corporate technology platform
- Experience in supporting HR transformation, talent acquisition or employee technology
- Work experience with geographically dispersed or front-line employee populations
- Prosci, ADKAR or other recognized method of change management or certification
- Experience supporting UAT, technology deployment, go-live and post-launch adoption

The right experience matters more to us than a specific certification. If you have successfully helped employees and managers adopt new technologies and working methods, we want to hear from you.

If you are a practical change professional who likes to transform transformation plans into real adoption, we would like to meet you.

Apply today and help us transform technological change into sustainable business change.

Search for reference 1450193900 on the Canadian GardaWorld careers portal.

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