



## VACANCY

<b>REFERENCE NR</b>	:	<b>VAC01162</b>
<b>JOB TITLE</b>	:	<b>Consultant: Organisational Change Management</b>
<b>JOB LEVEL</b>	:	<b>D2</b>
<b>SALARY</b>	:	<b>R 620 597 – R 930 895</b>
<b>REPORT TO</b>	:	<b>Lead Consultant: Organisational Change Management</b>
<b>DIVISION</b>	:	<b>ADM: Exec Apps Development &amp; Maintenance</b>
<b>DEPT</b>	:	<b>ADM IFASS</b>
<b>LOCATION</b>	:	<b>SITA Erasmuskloof</b>
<b>POSITION STATUS</b>	:	<b>3 years Fixed term contract (Internal &amp; External)</b>

### Purpose of the job

To manage, guide, support and enforce the technical change management processes during the implementation of ICT solutions. The Technical Change Manager plays a pivotal role with regard to technical change control between the ICT projects and the clients.

### Key Responsibility Areas

- Design the technical change management approach to support the project lifecycle and operation ensuring alignment with the ICT project change management processes.
- Manage and Coordinate technical change activities of the projects in line with ICT project and SITA technical change management processes
- Provide direction and leadership for all technical change activities within the ICT project, including technical change coordination, impact analysis, risk mitigation, communications, and stakeholder engagement.
- Initiate, influence and maintain effective relationships with and between key internal and external stakeholders to proactively manage needs, expectations, mitigate risks and complex issues to support technical change
- Support ICT project teams in delivery of technical change documentation and coordination of change activities.
- Establish measures and metrics of technical changes that are able to be monitored throughout the project lifecycle and post implementation.

### Qualifications and Experience

**Minimum:** 3-year National Diploma OR Degree in a relevant discipline equivalent to NQF Level 6 Plus Formal OCM certification with recognised bodies or industry ITIL certified will be an added advantage.

**Experience:** 6 - 7 years Technical ICT Change Management experience which should include the following: experience in working with ITIL guidelines in large complex ICT Projects experience in implementing technical change processes experience in working within a structured delivery environment and in accordance with best practices and standards exceptional stakeholder management experience with both internal and external senior executive stakeholders and ability to work with and influence various levels of management.

## Technical Competencies Description

A solid understanding of how people go through a change and the change process Good Knowledge and understanding of change management principles and methodologies and tools Knowledge and understanding of project management approaches, tools, and phases of the project life cycle) Stakeholder Management Knowledge of ITIL guidelines and its application in large complex ICT Projects. Willingness to work within a structured Service Delivery and Customer focussed environment and in accordance with best practices and standards. The incumbent will be required to interact with Government officials and must be willing to travel.

**Skills:** IT Project Management; and Project/Programme Management.

**Leadership competencies:** Customer Experience; Collaboration; Communicating and Influencing; Honesty, Integrity and Fairness; Outcomes driven; Innovation; Planning and Organising; Creative Problem Solving; Bimodal IT Practice; Managing People and Driving Performance; Decision-making; Responding to Change and Pressure; Strategic Thinking.

**Interpersonal/behavioural competencies:** Attention to Detail; Analytical thinking; and Disciplined.

## Other Special Requirements

N/A

## How to apply

To apply please log onto the e-Government Portal: [www.eservices.gov.za](http://www.eservices.gov.za) and follow the following process;

1. Register using your ID and personal information;
2. Use received one-time pin to complete the registration;
3. Log in using your username and password;
4. Click on "Employment & Labour";
5. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

Or, if candidate has registered on eservices portal, access [www.eservices.gov.za](http://www.eservices.gov.za), then follow the below steps:

1. Click on "Employment & Labour";
2. Click on "Recruitment Citizen"
3. Login using your username and password
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs

For queries/support contact [eRecruitmentSupport@sita.co.za](mailto:eRecruitmentSupport@sita.co.za)

**CV`s sent to the above email addresses will not be considered.**

**Closing Date: 07 December 2022**

## Disclaimer

SITA is Employment Equity employer and this position will be filled based on Employment Equity Plan. Correspondence will be limited to short listed candidates only.

- If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.
- Applications received after the closing date will not be considered. Please clearly indicate the reference number of the position you are applying for.
- It is the applicant`s responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).
- Only candidates who meet the requirements should apply.
- SITA reserves a right not to make an appointment.

- Appointment is subject to getting a positive security clearance, the signing of a balance score card contract, verification of the applicants' documents (Qualifications), and reference checking.
- Correspondence will be entered to with shortlisted candidates only.
- CV`s from Recruitment Agencies will not be accepted
- CV's sent to incorrect email address will not be considered