

Organizational Change Management Consultant Recruitment

About ISG:

First and foremost, we are a team. We succeed together and are stronger working in unison. ISG is a regional consulting firm that originated in Olympia, Washington in 1986. We have been providing business and IT solutions to government agencies within Washington since inception. Our team is comprised of talented, professionals with high-level skills, backgrounds, and experience. Fit is extremely important to ISG, for us, for you. Our culture, while evolving, is very focused on supporting people, doing the right thing, stewarding diversity, equity, and inclusion (DEI), and ensuring we provide excellence in our client services.

About You:

Are you a relationship builder? Do you love change and being part of seeing it through to success in the driver's seat? Do you enjoy developing strategic solutions as part of a project team? Are you Prosci, CCMP or other change certified with experience using the tools and methodologies? Do you like to work independently, and be part something bigger? Natural communicator? Are you driven by people having the right tools, techniques, and processes to do their work more effectively and efficiently? Are you a leadership coach, mentor, or group facilitator? Have skills in organizational development and strategic planning? Get excited about challenges and opportunities to continue your growth? Like to be heard, lean in, and contribute? Look forward to working with a high-caliber, fun and innovative OCM team? Then...ISG may be the right fit for you!

About the role:

This organizational change management (OCM) role facilitates both people and business transformation success. Depending upon experience, we are seeking change consultants with skills in:

- ✓ Organizational change management (OCM)
 - Organizational
 - Process
 - Technology
- ✓ Organizational development
- ✓ Diversity, Equity, and Inclusion (DEI)
- ✓ Communications
- ✓ Leadership coaching
- ✓ Lean
- ✓ Facilitation
- ✓ Project management
- ✓ Business process mapping/analysis
- ✓ Strategic planning
- ✓ Instructional design/training

Qualifications

Ideally, we are seeking candidates with a minimum of 1 year experience (entry consultant level) and 5 - 7 years' experience (senior consultant level). Experience can be either direct (FT employment) or indirect (consulting) providing OCM services or equivalent. ISG requires a change certification in either Prosci or CCMP, or both. This role will be direct and client facing, building strong, lasting relationships that work in partnership for project success. IT Technology experience or certifications are a plus (*Workday, Microsoft, Oracle, Salesforce, SAP, etc.*). Our change practitioners will work shoulder to shoulder with our clients and be responsible for full-scope (start to finish) positive, sustainable change. The ability to work independently or in a small change team on a project will be important. The ability to be flexible, multi-task and be organized lead to best results. In addition, the ability to present, facilitate and articulate change concepts, results and progress will be a critical part of this change role. While the role may work independently, at ISG we work as a team in constant connection and contact with one another, so everyone has a support system, strategic solutions forum, and leadership access.

Location

ISG consultants currently work in a primarily remote environment. Successful candidates must be able to transition to hybrid or on-site work as the needs of the client require.

Benefits and Compensation

ISG provides a competitive and comprehensive compensation and benefit package including employer paid Medical, Dental, Vision, and Long Term Disability insurance, a 401k plan with employer match, and ample paid time off including vacation, sick, holidays and sabbatical. We also support continuing education and professional development among our employees, and value driven individuals who seek continuous professional improvement.

How to Apply

Submit a brief letter of interest and resume to Wendy Carney, Director – OCM Services, Integrated Solutions Group, LLC via email to careers@isg-nw.com.

ISG is an equal opportunity employer. All qualified applicants are considered without regard to race, color, religion, sex, national origin, veteran status, disability, sexual orientation, gender identity, or any other protected status.

We are looking to fill both entry level and senior level OCM roles with this recruitment. We encourage interested applicants of all experience levels and backgrounds to apply.

Because we work with public agency clients, successful candidates must be able to comply with Governor Inslee's Proclamation 21-14 requiring full vaccination against COVID-19 as a condition of employment. Medical or religious accommodation may be available once an offer of employment is made.