



Organizational Change Management Consultant Position

We are seeking an experienced Organizational Change Management (OCM) consultant to join our established OCM practice in Sacramento, California.

Position Description

Highlands OCM Consultants help our clients meet their business objectives, often with new information technology solutions. We provide guidance in the design, development, and implementation of organizational change strategies, plans, communications, and training. Leveraging our experience and industry credentials, our OCM consultants perform a range of specific activities, such as:

- Develop a common language and vision of change management.
- Identify gaps between current and future state business processes.
- Conduct change readiness assessments and present findings and recommendations.
- Develop a tailored OCM strategy and supporting plans.
- Develop communication plans and craft messages for diverse stakeholders.
- Build awareness of change through in-person and digital communication strategies.
- Manage communications across various channels such as email, webinars, and instant messaging.
- Coach executives and managers on their roles during change.
- Develop Change Network participants, curriculum, and training strategy.
- Develop tailored resistance management plans and techniques.
- Measure the effectiveness of change activities to improve change adoption.
- *Note: This is a remote position until State of California COVID protocols change.*

Required Qualifications

- Bachelors' degree is required. Masters' degree is desirable.
- Certified in an industry-recognized change management standard or methodology, such as the Certified Change Management Professional (CCMP) or Certified Prosci Practitioner.



- At least three (5) years of experience within the last five (7) years implementing OCM practices using an industry standard change management methodology.
- At least three (3) years of OCM experience with at least two (2) government entities.
- At least (1) year of experience providing OCM services for both internal and external users of a new IT solution.
- Experience with project management and process improvement methodologies, such as PMBOK, Agile, Six Sigma, and/or Kaizen
- Excellent analytical, communication, writing, and organizational skills.
- Ability to work independently and contribute as a member of the team.
- Ability to effectively work with all client levels, including executives, managers, and staff.
- Ability to produce high-quality deliverables on time and within budget.
- Proficiency in Microsoft Office software.

About Our Firm

Founded in 2002, Highlands Consulting provides best-in-class and robust OCM consulting services. We specialize in addressing business needs with process and technology solutions. Within our public sector practice, we work with the State of California's largest and most visible agencies on their most pressing challenges.

We are also committed to our people. At Highlands you'll join a close-knit team of exceptional consultants who are passionate about helping clients and their communities. You'll be exposed to a wide variety of clients and projects to grow your expertise and career in the best direction decided by you. Other facts about Highlands Consulting:

- We offer a competitive compensation package including health, dental, vision and retirement benefits, along with free parking and cell phone reimbursement.
- We value continuous learning and provide employees with an annual professional training budget.
- Selected by our employees, we support more than 25 local non-profit organizations every year.

We believe diversity drives innovation and great service. We foster a culture that is inclusive. We strongly encourage candidates of all races, national origins, and ancestry to apply.



How to Apply

For consideration, please send your resume and a brief cover letter to careers@highlandsconsulting.com with "Attention: OCM Consultant Position – Your Name" in the subject line. Please note that only the most qualified candidates will be contacted. No recruiters please.

We look forward to hearing from you!

The Highlands Consulting Group LLC is an Equal Opportunity Employer.