



Pivot Strategies is revolutionizing internal communications. Leading with expertise and curiosity, we bring momentum with communications campaigns that engage. Our clients are a dream list of the world's most admired companies. And our team is the best in the business - we are bred corporate, gone agency. We create clarity. We are Pivot. [Watch to learn more.](#)

#### **Our values:**

- **Positive mental attitude:** We start with yes, we love to learn and enjoy a challenge.
- **Better is possible:** We uphold premium standards, always put in the extra effort and go above and beyond.
- **Self care is non-negotiable:** We lead with kindness and respect for each other and our clients. We take care of our own wellbeing first and foremost, which enables us to do better work. Flexibility is celebrated and supported. We bring our whole selves to work.
- **Be the change:** We are quick learners, embrace change and adapt quickly.
- **Unapologetically hungry:** We are excited by growth and always looking for opportunities.

#### **Job description:**

We are seeking a driven and passionate Organizational Change Management (OCM) leader to join our team. You'll be responsible for developing and delivering plans for clients that are anchored in OCM fundamentals, strategic communications or a hybrid of both. You will have experience in the HR space and the change management needed to bring large organizations through the implementation and successful adoption of their change.

#### **How you'll make an impact:**

- You'll impress our clients with your knowledge and expertise surrounding OCM and communications and quickly become a valued resource to our clients.
- You are confident setting and guiding the strategy and executing the deliverables.
- You'll work directly with executive leaders to manage projects, gather information and ensure all strategies are driving faster adoption and higher utilization.
- You have by-the-book skills along with the ability to think creatively.
- You'll perform analysis to measure plan effectiveness and adjust as needed and provide status updates to the client and Pivot team.
- You'll build relationships with your client and identify new opportunities.

#### **Why we'll love you:**

- You will have change experience with a major culture change within a large organization.
- You understand how to navigate complex, global organizations and have a proven track record of successfully implementing large scale transformations within those environments.
- You have at least 8 years experience with change management principles, methodologies and tools (Prosci Change Management Certification is preferred).



- You are comfortable and confident working directly with and guiding senior executives.
- You have experience executing internal communications programs for large organizations - experience in HR communications is a plus.
- You are passionate about your work and equally passionate about being part of the Pivot team and contributing to the agency's growth.
- You are comfortable in an agile environment - change is constant in consulting.

#### **Why you'll love us:**

- **Progressive workplace culture:** We support a flexible schedule and work environment. We offer summer Fridays, unlimited paid time off and host frequent team collaborations and celebrations.
- **We invest in our team:** We provide medical and dental benefits, a 401(k) with company match after 6 months of employment, profit-sharing benefits, life insurance, long and short term disability options and budget for professional development reimbursement.
- **Growth opportunities:** As we continue to grow quickly, we are looking for individuals who want to contribute to that growth, whether it's to document a proven process or run a department. We are here to support you and the skills and development you need to realize and achieve those personal and professional goals.

#### **Things to note:**

This position is remote at this time. We're prioritizing candidates who plan to be in the Twin Cities long-term. However, we're open to talent in other locations. This position may be on-site with clients or in the Pivot office. Pivot is a flexible workplace; however, our flexibility is dependent on our client needs.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regular sitting, standing and walking throughout the day to accomplish tasks
- Interaction with computer, peers and coworkers

At Pivot, we embrace diversity and equal opportunity. We are committed to providing an inclusive and collaborative environment for the benefit of our employees, clients and community.

All employment is decided on the basis of qualifications, merit and business need.

#### **To apply:**

Please apply here: <https://go.apply.ci/p/wZR3qacGYcRr1k8VXPqI>