

## Capstone Project Solutions Resource Talent Pool – Change Manager

Capstone is expanding our Resource Talent Pool to better serve our clients and strengthen our portfolio of transformation initiatives. We're seeking experienced Change Managers to partner with our internal teams and client organizations on upcoming local projects.

As a Change Manager with Capstone, you'll collaborate with talented professionals to drive successful business transformations, ensuring that people, processes, and technology align seamlessly. You'll play a key role in helping organizations navigate change with clarity and confidence while developing your own skills through diverse, high-impact work.

Join Capstone and help shape the future of how we deliver change.

### As a Change Manager:

- You will lead the development and implementation of change management strategies to ensure seamless adoption of initiatives.
- You will identify and manage stakeholder impacts, creating tailored engagement plans to drive alignment and support.
- You will develop and deliver training, communication plans, and readiness assessments to prepare teams for organizational changes.
- You will conduct impact assessments to understand business readiness and potential barriers.
- You will monitor progress and provide insights on change adoption and sustainability.
- You will collaborate across teams to embed change management practices into Capstone's broader business strategies.

### To do this job, you need:

- A Bachelor's degree in Business, Organizational Psychology, or a related field;
- A PROSCI Change Management certification or equivalent;
- 5+ years of experience in leading change management initiatives for business transformation, system implementation, or organizational redesign projects;
- Strong expertise in stakeholder engagement and communication planning;
- Proficiency in tools like Microsoft Office Suite, SharePoint, or project management software;

- Excellent facilitation and relationship-building skills;
- Experience in IT, Health, or Emergency Services sectors is an asset;
- Must be able to work onsite in Halifax, NS three days per week;
- Bilingualism (French/English) is an asset.

About Us: Capstone Project Solutions is grounded in over 25 years of industry knowledge and a proven track record of meticulous project planning and seamless delivery. Originating with a focus on project management services, Capstone has evolved into a comprehensive business solutions provider. Our accomplished professionals have collaboratively engaged with Municipalities, Provincial, private, and nonprofit organizations, successfully steering a diverse array of projects across industries.

Capstone is an Equal Opportunity Employer. Our goal is to be a diverse workplace representative of the community we serve. We believe a diverse workforce positively contributes to our success and the success of our community. We encourage applications from qualified African Nova Scotians, LGBTQIA+ community, racially visible persons, women in non-traditional positions, persons with disabilities, and Indigenous persons.

To apply, please send your resume to **hello@capstone-projects.com**.

**If offered the job:** You will need to successfully pass a reference check.

At Capstone, we work with our industry partners and experts and consider your whole business while we deliver on your projects, programs, and business growth engagements.