

## Position Profile

September 2016

Cultural Change Management Lead



*Mathtech, Inc. is a strategy and consulting services firm with offices in New Jersey, Virginia, and Arizona. With over 50 years of experience serving federal, state, and local government agencies, nonprofit organizations, and commercial companies, Mathtech has built a solid reputation for successfully completing projects and working collaboratively with our clients.*

Mathtech is seeking a qualified individual to join our growing State and Local Consulting Practice as a Cultural Change Management Lead on a long term project for a state government agency for the replacement of legacy systems. The Cultural Change Management Lead will be responsible for ensuring a positive transition experience for all stakeholders by managing the cultural change associated with the implementation of a new IT System.

### Position Responsibilities:

- Preparing agency employees to adapt to changes that will come as a result of implementing the new system solution (currently envisioned as a COTS solution with an iterative implementation);
- Educating stakeholders on the business need for the new system, the objectives of the project, and anticipated benefits of a modernized integrated system;
- Developing a CCM Communications Plan which includes tools for providing feedback to and receiving feedback from both internal and external stakeholders; and
- Working with the team to ensure a positive transition experience for taxpayers using COM services.

### Position Requirements:

*The ideal candidate will have the following experience:*

- At least two (2) years of experience leading and managing the execution of CCM plans in a government environment.
- At least two (2) years of experience in drafting detailed CCM plans and associated artifacts.
- At least one (1) year of demonstrated experience implementing a CCM plan at an organization with at least 500 employee(s).
- At least one (1) year implementing an organizational CCM plan for an agency implementing an integrated tax system.
- Professional knowledge of federal and/or state tax administration.
- At least five (5) years of experience in business process re-engineering.
- At least three (3) years of experience in reengineering large scale business processes.
- Bachelor's degree from an accredited college or university in Business, Human Resources Management, or a related discipline.
- Change Management Certification and/or Training Certification.

Work Location: Annapolis, MD

*To apply, respond to [recruiting@mathtechinc.com](mailto:recruiting@mathtechinc.com) with the Position Title in the subject line of your email; please include a recent resume and a completed Requirements Matrix if attached to this profile.*