



MINNESOTA STATE

Human Resources

Your HR team for the system office

Job Class: SPA Manager Principal - Job Posting 29341
Working Title: Director of Change Management

Who May Apply: Open to all qualified job seekers

Date Posted: 1/7/2019

Closing Date: 1/17/2019

Hiring Agency/Seniority Unit: Minnesota State System Office/Managerial Plan

Division/Unit: Information Technology

Appointment Type: Unlimited, Full-time

Work Shift/Work Hours: Day Shift

Days of Work: M-F

Travel Required: Yes – Occasionally

Salary Range: \$39.90 - \$57.23/hourly; \$83,311 - \$119,496/annually

Classified Status: Classified

Bargaining Unit/Union: 220 - Managerial Plan

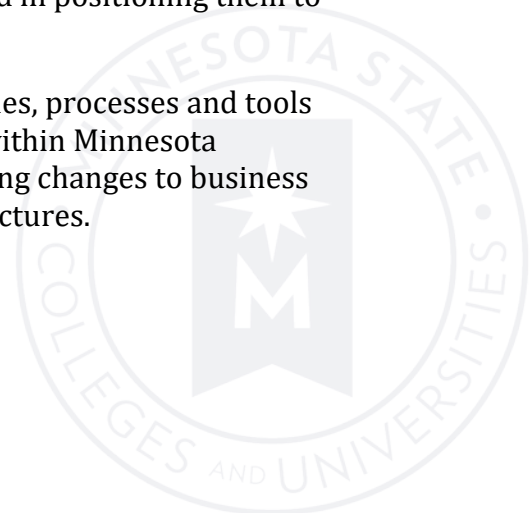
FLSA Status: Exempt - Administrative

Connect 700 Program Eligible: No

Job Summary:

This position will provide leadership and strategic for organization change strategies and plans that drive change adoption of Minnesota State's transformation efforts. The organization is embarking on major changes such as NextGen and Reimaging the Future that will affect all faculty, students, and staff across the system. There will be changes in policies, processes, people, organizations, and technology. It must invest significant effort in preparing students, faculty and staff for the changes to come, and in positioning them to be successful in using the new system.

This position will lead and apply change management methodologies, processes and tools to maximize the adoption of change required significant changes within Minnesota State. This position will focus on the people side of change, including changes to business processes, systems and technology, job roles and organization structures.



Minimum Qualifications:

Resume must reflect all minimum qualifications. Please enter your experience in chronological order, including the month and year of employment.

- Bachelor's Degree
- Seven years administrative experience in higher education with considerable experience in change management or communication
- Executive level writing experience
- Exceptional communication skills, both written and verbal
- Ability to establish and maintain effective relationships
- Negotiation and mediation skills sufficient to resolve differences between competing or different positions and to influence the endorsement, acceptance and priority for agency positions and policy.
- Work collaborative to develop strategic directions for programs and processes that are supported by sound analysis.
- Flexible and adaptable; able to work in ambiguous situations

Preferred Qualifications:

- Master's Degree
- A strong understanding of Minnesota State's organizational structure
- Proven ability to anticipate broad range of possible resistance to change
- Experience managing large-scale enterprise-wide organizational change initiatives within higher education
- Experience and knowledge of change management principles, methodologies, and tools

Additional Requirements:

In accordance with the Minnesota State Colleges & Universities (Minnesota State) Vehicle Fleet Safety Program, employees driving on college/university business who use a rental or state vehicle shall be required to conform to Minnesota State's Vehicle use criteria and consent to Motor Vehicle Records check.

Other Information:

Employment information for this position can be found in its collective bargaining agreement or its plan document at <http://mn.gov/employee-relations/labor-relations/Labor>.

Why Work for Us

At Minnesota State we promote the ability for our employees to move within the Minnesota State system of Colleges and Universities, located throughout the State of MN. To learn more, please visit: [Work at Minnesota State!](#)

At Minnesota State, we have a GREAT BENEFITS PACKAGE! Our generous benefits include 11 paid Holidays, Vacation Time, Sick Time, six weeks of Paid Parental Leave, low cost medical and dental insurance with low deductibles, a Pension Plan, 457(b) and 403(b) retirement plans and other retirement investment options, pre-tax medical and dental expense (with roll-over option) and dependent care accounts, employer paid life insurance, short and long term disability, as well as professional development and a tuition waiver program for employees and their dependents, etc. We promote the health and well-being of our employees and take work/life balance seriously.

How to Apply

External Applicants: Go to the State of MN's career site at <http://www.mn.gov/careers>.

Internal Applicants: Go to Self-Service/Careers.

Contact

If you have questions about the position, contact Jessica White at jessica.white@minnstate.edu or 651/201-1845.

Equal Employment Opportunity

Minnesota State Colleges and Universities is an Equal Opportunity employer/educator committed to the principles of diversity. We prohibit discrimination against qualified individuals based on their race, sex, color, creed, religion, age, national origin, disability, protected veteran status, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership in a local commission as defined by law. As an affirmative action employer, we actively seek and encourage applications from women, minorities, persons with disabilities, and individuals with protected veteran status.

Reasonable accommodations will be made to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at 651.259.3637 or email careers@state.mn.us. Please indicate what assistance is needed.

