

Senior Change Manager

Job Level	Level 5	Kornferry Function	HRH17
Directorate	Finance, Strategy and Transformation	Function/Service	Change Team
Direct Reports	None	Indirect Reports	None
Line Manager Title	Head of Change Management	Budgetary Responsibility	None

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Role description:	
Purpose	In this role, you will influence and support leaders and project teams across the organisation. You will develop and implement effective change management strategies for some of our more complex programmes and projects as well as operating in a consultative approach to giving expert advice and guidance to broader change activity. Additionally, you will help build the organisation's change capability by guiding the internal community of practice and creating learning materials.
Key Responsibilities <i>Under maximum of 4 headings with a maximum of 6 bullets per heading</i>	Delivery of change management <ul style="list-style-type: none"> • Manage the delivery of change management activity ensuring we achieve our intended outcomes whilst taking approaches that are people centred and trauma informed. • Accountable for the change outcomes being achieved on projects where the post holder is deployed as a member of the project team. • Proactively diagnose challenges on projects and quickly developing action plans and implementing them with key stakeholders to ensure the successful delivery of projects and programmes. • Applies the most up to date techniques and thinking to support organisational redesign and implementation of associated change. • Develops and delivers effective change communication plans ensuring effective and motivating engagement for people impacted by the changes and associated stakeholders contributing to the success of the initiative. Technical Expertise <ul style="list-style-type: none"> • Provides expert guidance and direction to Senior Responsible Officers and project teams giving advice on options and mitigations to successfully manage people through transformation. • Provides change management expertise, including assurance, for projects and programmes. Use of relevant tools such as change readiness assessments, health checks, and pre-audit processes

	<ul style="list-style-type: none"> Applies the latest change management best practice in developing effective change strategies and plans at a project, business and enterprise level. <p>Capability building</p> <ul style="list-style-type: none"> Actively contributes and supports the community of practice by sharing expertise, offering advice and delivering learning sessions identified to continually grow capability and maturity. Ensures that tools, templates and guidance are up to date and relevant taking learnings from change programmes and building Offers expertise, advice and coaching to project, programme and change managers as well as leaders across the organisation as required. Works to iterate the organisation wide change analysis and improve this to ensure maximum benefit to stakeholders and project teams.
Know-how	<p>Essential</p> <ul style="list-style-type: none"> Proven track record in developing change management strategies which deliver a positive people experience whilst ensuring the outcomes are achieved. Up to date technical knowledge of change management approaches, models and tools. Excellent communications, relationship building and stakeholder management skills. Works collaboratively with business leads and sponsors, programme/project managers, and other specialists (e.g. internal engagement, HR, Learning & Organisation Development). Excellent strategic thinking and problem-solving abilities, with a track record of driving change results. Experience of engaging with senior stakeholders to surface and resolve sensitive issues related to the change and to overcome significant resistance to change. <p>Desirable</p> <ul style="list-style-type: none"> Recognised change management or organisational development accreditation/qualification or equivalent by experience. Awareness of trauma informed practices in change management especially when working with front line teams or those otherwise exposed to vicarious trauma. Strong online and in person group facilitation skills which takes into account sensitivities during change programmes, different accessibility requirements and being in tune to the needs of the group.
Additional Requirements	<ul style="list-style-type: none"> Recognise the implications of working within a charity and a voluntary organisation.

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/ None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/ None
Driver Check	Yes/ No
International Roles Only	
International Police Check	Yes/No
International Driving Licence for manual cars	Yes/No

Role Reference		Review Date	March 2026
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We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.