



Organisational Change Manager (LM 11599)

Sydney, New South Wales, Australia (Hybrid)

ASX: Powering Australia's financial markets

Why join the ASX?

When you join ASX, you're joining a company with a strong purpose – to power a stronger economic future by enabling a fair and dynamic marketplace for all.

In your new role, you'll be part of a leading global securities exchange with a strong brand. We are known for being a trusted market operator and an exciting data hub.

Want to know why we are a great place to work, visit our [careers page](#) to learn more.

We are more than a securities exchange!

The ASX team brings together talented people from a diverse range of disciplines.

We run critical market infrastructure, with 1 in 3 people employed within technology. Yet we have a unique complexity of roles across a range of disciplines such as operations, program delivery, financial products, investor engagement, risk and compliance.

We're proud of the diversity of our organisation and the culture of inclusion that all our people help to build every day. Our employee-led groups are known for celebrating cultural and religious events, championing LGBTIQ+ inclusion, inspiring giving and volunteering, promoting gender equality, and wellbeing. We are an Employer of Choice for Gender Equality (WGEA) and a member of the Champions of Change Coalition for the advancement of gender equality in Australia.

About the team:

The Markets Division is one of four lines of business at ASX and operates as an integrated business (designing, selling, delivering and running its products and services) working in alignment with other lines of business and closely with ASX Technology, Delivery and Customer functions.

What you will be doing:

- Build and execute OCM strategy, plans and communication/awareness activities that support project objectives and business goals with clear OCM success metrics.
- Drive detailed assessments of change impacts and business readiness for internal stakeholders, ensuring alignment with external stakeholder engagement.
- Build strong relationships across the organisation and impacted stakeholders to support the continued engagement and readiness of changes.



- Understand and identify change barriers, providing recommendations to mitigate change risk and business impact.
- Understand training requirements and develop and manage training plans for impacted stakeholders, including engagement with vendor partners to understand delivery and coordinate vendor-led training.
- Build an understanding of internal and external service level agreements and key performance indicators, ensuring they are minimally affected by changes.
- Collation of OCM metrics, including leading and lagging indicators, and support regular reporting to appropriate governance forums.
- Be an active member of the OCM Community of Practice (CoP) and adhere to governance frameworks and policies

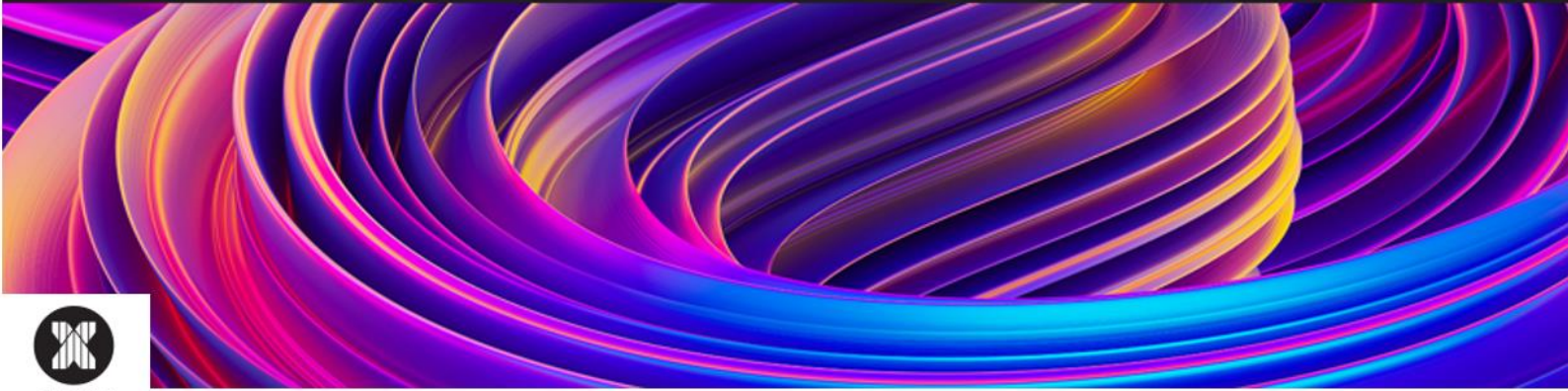
What you will bring:

Must have

- Proven track record as an OCM across large technology transformation programs.
- Experienced at both waterfall and agile change delivery in complex program/project environments, including ability to apply agile ways of working using Microsoft tools.
- Demonstrated capability with engaging stakeholders and designing change interventions to ensure successful change delivery to impacted stakeholders.
- Experienced in the design, development and implementation of change management strategies and plans to meet project outcomes.
- Strong planning and organisation skills, including the ability to prioritise, meet deadlines and manage competing priorities.
- Understanding of organisational design practices, cultural analysis and organisation behaviour/psychology.
- Strong communications skills with experience in delivering relevant and impactful change communications.

Nice to have

- Financial Services industry experience.
- Prosci or CMI accreditation.
- Experience working on regulatory projects.
- Demonstrated level of project management skills.
- Experience creating learning materials in different formats.



We make hiring decisions based on your skills, capabilities and experience, and how you'll help us to live our values. We encourage you to apply even if you don't meet all the criteria of this role. If you need any adjustments during the application or interview process to help you present your best self, please let us know.

At ASX Group, our diverse workforce is essential to build and maintain a fair and dynamic marketplace. We support flexible working and offer hybrid working options. Even if our roles are advertised as full-time, we encourage you to apply if you are interested in part-time or other flexible working arrangements.

We will arrange for successful candidates to have background checks, including reference and police checks completed as part of the on-boarding process.

Recruitment Agencies: ASX does not accept any unsolicited agency resumes and will not be responsible for any fees related to unsolicited resumes.