OCM Stream Leader

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.

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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 role of OCM Stream Leader is to plan and manage all OCM activities across CHESS Replacement Release 1.0 and 2.0 to ensure all internal business and technology stakeholders are engaged, prepared and implemented the appropriate changes and interventions to ensure overall project and solution success eg. training, procedures, process changes

Success in this role requires strong attention to detail, the ability to communicate effectively with internal/external stakeholders and being thorough in completing assigned tasks and processes.

What you will be doing:

- You are a practitioner/team member of the Organisational Change Management Community of Practice (CoP).
- Experience building the design, development, and implementation of change management strategies and plans including education programs.
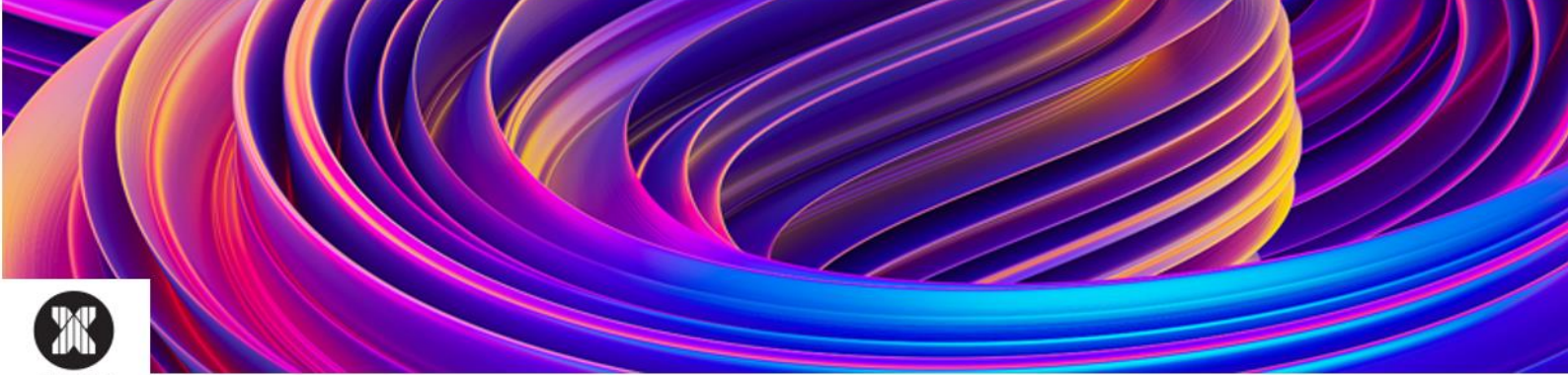
- Drive the detailed assessments of change impacts both internal and external, business readiness and plan to redress gaps.
- Build strong relationships across the organisation and impacted stakeholders to support the continued engagement and readiness for the changes.
- Understand and identify change barriers; design recommendations to mitigate change risk and business impact.
- Define training requirements and training plans for impacted stakeholders, including engaging with vendor partners to understand delivery and coordinate vendor led training.
- Understand internal and external service level agreements/key performance indicators, and work to ensure they are minimally affected by changes.
- Support Op Model assessment and design OCM interventions for areas that will be impacted by the changes.
- Build quality and assurance into the end-to-end processes and ensure alignment to the ASX EPMO frameworks
- Being an active member of the OCM Community of Practice (CoP).

What you will bring:

Must have

- Proven track record of 10+ year's success in leading transformational change in complex change environment.
- Experience in leading OCM resources on a project/program as well as operating as the single OCM resource on a project/program.
- Strong experience in agile delivery and familiarity with agile and Microsoft tools; Confluence, JIRA.
- Experience with large software development programs and environments and ability to communicate effectively with highly technical stakeholders and SME.
- Proven experience of operating with various OCM methodologies (agile and waterfall) and ability to tailor to meet the needs of a Portfolio/Program/Project.
- Experience upskilling of key project stakeholders in the disciplines of change management.
- Experience in organisational design practices, cultural analysis and understanding of organisation behaviour/psychology.
- Understanding of various learning design approaches/methods to design engaging education programs
- Experience in planning, setting up and running a management system with strong focus on data-drive reporting.
- Strong communication skills, problem solving, structured thinking and data / analytics
- Experience with the following tools: Confluence, JIRA, MS Office

Nice to have:

- Business and technical analysis experience
- Business and/or IT degrees and qualifications
- Prosci or CMI accreditation.
- Proficient skills in creating audio and visual change management and training material.
- Experience with creating eLearning material.

- Experience in working in a regulatory environment with a focus on quality management, audit and assurance activities
- Demonstrated level of project management skills.
- Experience using data, analytics and visualisation tools eg. Power BI, Tableau and management tools ie. PPM (ServiceNow).

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.