



9049 Tyler Blvd.
Mentor, Ohio 44060
Ph. (440) 974-8888
www.buyersproducts.com

Change Management Business Analyst

Buyers Products company, a leading manufacturer in the work truck industry, is searching for a Change Management Business Analyst to support the organizational needs across our family of companies. As a member of the project management office within the Business Intelligence department, the Change Management Business Analyst will be responsible for assisting project leaders with the development, delivery and measurement of effective change management best practices in support of our organizational objectives.

Primary Job Duties:

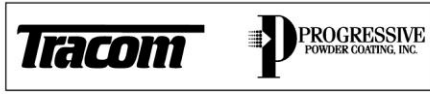
- *Support communication efforts*
Support the design, development, delivery, and management of communications.
- *Assess the change impact*
Conduct impact analyses, assess change readiness and identify key stakeholders.
- *Drive Training Effort*
Provide input, document requirements, and support the design and delivery of training programs.

Additional responsibilities may include:

- Complete change management assessments
- Identify and manage anticipated resistance
- Consult with project teams
- Coach managers and supervisors
- Support organizational design and definition of roles and responsibilities
- Coordinate efforts with other specialists, both internal and external to the organization
- Provide input to change management activities integrated into the project plans
- Evaluate and ensure end user readiness
- Define and measure success metrics and monitor change progress
- Support change management at the organizational level
- Create and deliver training programs throughout the organization

Skills/ Experience:

- A solid understanding of how people go through a change and the change process
- Experience and knowledge of change management principles, methodologies, and tools
- Exceptional communication skills, both written and verbal
- Ability to clearly articulate messages to a variety of audiences
- Flexible and adaptable; able to work in ambiguous situations
- Strong problem solving and root cause identification skills



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- Able to work effectively at all levels in an organization
- Must be a team player and able to work collaboratively with and through others
- Acute business acumen and understanding of organizational issues and challenges
- Experience with large-scale organizational change efforts
- Experience in designing and implementing learning strategies, initiatives, and technical programs for people at all levels
- Experience with TalentLMS preferred
- Experience with Microsoft Office Suite

Education Background:

- Bachelor's degree in Communication, Business Management, Human Resources, or related field is preferred. A combination of education and experience acceptable
- At least 5 years' experience in a similar role
- Change management certification or designation beneficial, but not required

About Buyers Products Company

Established in 1946, Buyers Products Company has grown to become a leading manufacturer in the work truck industry. Buyers Products specializes in durable truck boxes, heavy duty towing equipment, hydraulics, controls, and all-season trailer accessories. The Buyers line of snow and ice equipment includes SnowDogg® snowplows, SaltDogg® spreaders, and ScoopDogg snow pushers. For more information, or to apply to this position, please visit www.buyersproducts.com.