

Change Management Team Lead

SAVE



Pfizer

Cambridge, MA

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8 days ago

Full-time

 Health insurance

 Dental insurance

 Paid time off

Job highlights

Identified by Google from the original job post

Qualifications

- Candidate demonstrates a breadth of diverse leadership experiences and capabilities including: the ability to influence and collaborate with peers, develop, and coach others, oversee and guide the work of other colleagues to achieve meaningful outcomes and create business impact
- Relevant experience required: 15+ years with bachelor's degree; 13+ years with Master's degree; 8+ years with PharmD/PHD
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Responsibilities

- The Change Management Team Lead lead communication and implementation of new ways of working across the Medical Affairs organization, including Global Platforms, Categories, and Regional Medical Leads
- The lead will work in close collaboration with the CMAO Operational and Change Excellence (O&CE) and Medical Affairs leads for the different categories, Regions, and platforms
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Knowledge of change management principles, methodologies and tools

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Demonstrated excellent oral and written communication skills

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Demonstrated success at building and leading effective teams

-

Ability to influence others and move toward a common vision or goal

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Problem solving and root-cause identification skills

-

Familiarity with project management approaches, tools and phases of the project lifecycle

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Work within a matrixed, multi-disciplinary team to foster strong Pfizer/customer professional relationships which are aligned with Pfizer objectives

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Demonstrate change agility; be flexible to new opportunities and adaptable to new ways of working as well as organizational change

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Problem-solve and network enterprise wide as appropriate to identify solutions

-

Work in a high paced environment

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Strong Decision-Making skills

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Entrepreneurial mindset

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Strong communication skills and ability to work effectively with senior levels of management

-

Master at resourcefulness with ability to keep pace with a highly changing environment

They will also oversee a team of Change Management and Strategy colleagues

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The Change Management Team Lead oversees a team of Change Management colleagues, reports to the Operational and Change Excellence Lead within the Transformation and Operations Platform Lead, and closely collaborates with Category and Regional Medical Category Leads

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Lead team to establish, deploy, and evolve the new Medical Affairs operating model, on behalf of Medical Affairs LT, to ensure smooth transition to new ways of working and continue to drive efficiencies

-

Collaborate with leadership to identify key roadblocks and mindset/behavioral changes needed

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Define change narrative and key interventions (e.g., change champions, upskilling)

-

Define transformation success objectives and manage timelines closely

-

Spearhead change management communications efforts on operational changes and ensure dissemination across the Medical Affairs organization in coordination with CMAO O&CE leads, PX, and Comms leads

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Define communication needs and audience

-

Elaborate a communication plan with clear waves and timelines

-

Build clear and compelling change narratives

-

Coordinate dissemination, ensure feedback collection, and oversee material update as needed

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- Strong strategic thinking skills and ability to lead/strategic development
- Excellent business judgment
- Full knowledge and understanding of all relevant applicable SOPs
- Proven track record for implementation of projects of strategic importance, on time and within budget
- Ability to operate effectively in a heavily matrix organization, with experience managing global projects with team members in multiple locations
- influence without authority
- Strong communication and interpersonal skills; fluent and able to influence others in spoken and written English
- Flexibility, the ability to adapt to change, external environment, project scope and direction
- Non-standard Work Schedule, Travel Or Environment Requirements
- Continuous Imprv and Proj Mgmt

Produce change communications for LT to disseminate within and outside the Medical Affairs organization

- Lead execution and monitoring of change management across the Medical Affairs organization in partnership with CMAO O&CE leads as well as Medical Affairs leads for the different categories, Regions, and platforms

- Support and provide oversight to team to define, track and report KPIs against change management goals

- Coordinate KPI definition and collection with O&CE leads and platform team leads

- Identify and report process roadblock with leadership team

- Represent Transformation & Ops Excellence Medical Global Platform in cross functional forums on change management including with commercial teams

- Support Medical Affairs Leadership team to prepare for cross-function executive-level meetings and develop enterprise communication on Medical Affairs strategy, activities, and impact

- Lead capture of transformation learnings and build training plan (in collaboration with the Medical Academy lead) to address underlying mindsets and beliefs

Benefits

- The annual base salary for this position ranges from \$191,300.00 to \$318,800.00

- In addition, this position is eligible for participation in Pfizer's Global Performance Plan with a bonus target of 22.5% of the base salary and eligibility to

participate in our share based long term incentive program

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We offer comprehensive and generous benefits and programs to help our colleagues lead healthy lives and to support each of life's moments

-

Benefits offered include a 401(k) plan with Pfizer Matching Contributions and an additional Pfizer Retirement Savings Contribution, paid vacation, holiday and personal days, paid caregiver/parental and medical leave, and health benefits to include medical, prescription drug, dental and vision coverage

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The United States salary range provided does not apply to Tampa, FL or any location outside of the United States

Job description

Role Summary The Change Management Team Lead lead communication and implementation of new ways of working across the Medical Affairs organization, including Global Platforms, Categories, and Regional Medical Leads. The lead will work in close collaboration with the CMAO Operational and Change Excellence (O&CE) and Medical Affairs leads for the different categories, Regions, and platforms. They will also oversee a team of Change Management and Strategy colleagues. The Change Management Team Lead oversees a team of Change Management colleagues, reports to the Operational and Change Excellence Lead within the Transformation and Operations Platform Lead, and closely collaborates with Category and Regional Medical Category Leads.

Role Responsibilities

- Oversee and manage a team of Change Management colleagues.
- Lead team to establish, deploy, and evolve the new Medical Affairs operating model, on behalf of Medical Affairs LT, to ensure smooth transition to new ways of working and continue to drive efficiencies.
- Collaborate with leadership to identify key roadblocks and mindset/behavioral changes needed
- Define change narrative and key interventions (e.g., change champions, upskilling)
- Define transformation success objectives and manage timelines closely
- Spearhead change management communications efforts on operational changes and ensure dissemination across the Medical Affairs organization in coordination with CMAO O&CE leads, PX, and Comms leads.

Lead team to:

- Define communication needs and audience
- Elaborate a communication plan with clear waves and timelines
- Support and review communication development by team
- Build clear and compelling change narratives
- Coordinate dissemination, ensure feedback collection, and oversee material update as needed
- Produce change communications for LT to disseminate within and outside the Medical Affairs organization
- Lead execution and monitoring of change management across the Medical Affairs organization in partnership with CMAO O&CE leads as well as Medical Affairs leads for the different categories, Regions, and platforms
- Support and provide oversight to team to define, track and report KPIs against change management goals
- Coordinate KPI definition and collection with O&CE leads and platform team leads
- Identify and report process roadblock with leadership team
- Represent Transformation & Ops Excellence Medical Global Platform in cross functional forums on change management including with commercial teams.
- Support Medical Affairs Leadership team to prepare for cross-function executive-level meetings and develop

enterprise communication on Medical Affairs strategy, activities, and impact • Lead capture of transformation learnings and build training plan (in collaboration with the Medical Academy lead) to address underlying mindsets and beliefs

Basic Qualifications Candidate demonstrates a breadth of diverse leadership experiences and capabilities including: the ability to influence and collaborate with peers, develop, and coach others, oversee and guide the work of other colleagues to achieve meaningful outcomes and create business impact. • Bachelor's degree required, advanced degree (e.g., masters) highly preferred. Relevant experience required: 15+ years with bachelor's degree; 13+ years with Master's degree; 8+ years with PharmD/PHD • Knowledge of change management principles, methodologies and tools • Demonstrated excellent oral and written communication skills • Demonstrated success at building and leading effective teams • Ability to influence others and move toward a common vision or goal • Problem solving and root-cause identification skills • Familiarity with project management approaches, tools and phases of the project lifecycle • Work within a matrixed, multi-disciplinary team to foster strong Pfizer/customer professional relationships which are aligned with Pfizer objectives • Demonstrate change agility; be flexible to new opportunities and adaptable to new ways of working as well as organizational change • Problem-solve and network enterprise wide as appropriate to identify solutions

Required Skills • Work in a high paced environment • Strong Decision-Making skills • Entrepreneurial mindset • Strong communication skills and ability to work effectively with senior levels of management • Master at resourcefulness with ability to keep pace with a highly changing environment. • Strong strategic thinking skills and ability to lead/ strategic development • Excellent business judgment • Full knowledge and understanding of all relevant applicable SOPs • Proven track record for implementation of projects of strategic importance, on time and within budget • Ability to operate effectively in a heavily matrix organization, with experience managing global projects with team members in multiple locations • influence without authority • Strong communication and interpersonal skills; fluent and able to influence others in spoken and written English • Flexibility, the ability to adapt to change, external environment, project scope and direction

Preferred Qualifications • >8 years of experience in Project Management, Business Operations • Prior experience in Medical Affairs is highly preferred • >8 years of experience in pharmaceutical industry or related fields • Previous people management experience preferred • Understanding and adherence to Project Management methodologies • Highly skilled in Microsoft Excel, Word, and PowerPoint • Ability to work independently with shown flexibility and organizational awareness • Ability to create & oversee complex projects • Ability to effectively collaborate across multiple functions including Medical (Customer Facing and HQ), Medical Information, Corporate Communications, Digital, and Commercial • Must be decisive, exercise good judgment in decisions, organized and with the ability to prioritize a large workload • Ability to manage resources, programs and multiple projects. • Is a role model of Pfizer's Values of Courage, Excellence, Equity and Joy

Non-standard Work Schedule, Travel Or Environment Requirements Flexibility to travel 20% of the time, including potential international travel

Other Job Details: Last Date to Apply for Job: March 8th, 2024

Additional Location Information: New York, NY; Collegeville, PA; Cambridge, MA

Eligible for Relocation Package: No

The annual base salary for this position ranges from \$191,300.00 to \$318,800.00. In addition, this position is eligible for participation in Pfizer's Global Performance Plan with a bonus target of 22.5% of the base salary and eligibility to participate in our share based long term incentive program. We offer comprehensive and generous benefits and programs to help our colleagues lead healthy lives and to support each of life's moments. Benefits offered include a 401(k) plan with Pfizer Matching Contributions and an additional Pfizer Retirement Savings Contribution, paid vacation, holiday and personal days, paid caregiver/parental and medical leave, and health benefits to include medical, prescription drug, dental and vision coverage. Learn more at Pfizer Candidate Site – U.S. Benefits | (uscandidates.mypfizerbenefits.com). Pfizer compensation structures and benefit packages are aligned based on the location of hire. The United States salary range provided does not apply to Tampa, FL or any location outside of the United States. Relocation assistance may be available based on business needs and/or eligibility. Sunshine Act Pfizer reports payments and

other transfers of value to health care providers as required by federal and state transparency laws and implementing regulations. These laws and regulations require Pfizer to provide government agencies with information such as a health care provider's name, address and the type of payments or other value received, generally for public disclosure. Subject to further legal review and statutory or regulatory clarification, which Pfizer intends to pursue, reimbursement of recruiting expenses for licensed physicians may constitute a reportable transfer of value under the federal transparency law commonly known as the Sunshine Act. Therefore, if you are a licensed physician who incurs recruiting expenses as a result of interviewing with Pfizer that we pay or reimburse, your name, address and the amount of payments made currently will be reported to the government. If you have questions regarding this matter, please do not hesitate to contact your Talent Acquisition representative. EEO & Employment Eligibility Pfizer is committed to equal opportunity in the terms and conditions of employment for all employees and job applicants without regard to race, color, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, disability or veteran status. Pfizer also complies with all applicable national, state and local laws governing nondiscrimination in employment as well as work authorization and employment eligibility verification requirements of the Immigration and Nationality Act and IRCA. Pfizer is an E-Verify employer. This position requires permanent work authorization in the United States. Continuous Imprv and Proj Mgmt