



International Civil Aviation Organization

Job Description [Applicable solely to secondment]

POSITION INFORMATION

Post Title:	Change Management & Communications Specialist, Transformation Team, Office of the Secretary General	Duration of Secondment:	1 year with possibility of extension
Grade Level:	P-4	Deadline for applications:	Indefinite
Duty Station:	Montréal, Canada	Date for entry on duty:	As soon as possible

Special Notice:

The [ICAO Assembly](#) recently reaffirmed its commitment to enhancing gender equality and the advancement of women by supporting UN Sustainable Development Goal 5 “**Achieve gender equality and empower all women and girls.**”

THE ORGANIZATIONAL SETTING

The Secretariat consists of the Office of the Secretary General, five Bureaus, seven Regional Offices, the Finance Branch, the Office of Internal Oversight, and the Ethics Office. The five Bureaus are as follows: the Air Navigation Bureau, the Air Transport Bureau, the Capacity, Development & Implementation Bureau, the Legal Affairs and External Relations Bureau, and the Bureau of Administration and Services, which are located at ICAO Headquarters in Montreal.

The position is located in the Office of the Secretary General (OSG). The ICAO Transformation Team is an expert team fulfilling Transformational Objective strategic functions on behalf of the Secretary General, ensuring that ICAO is strategically aligned under the Transformational Objective, the Transformation Strategy is executed and the portfolio of Transformational Output Programmes and Projects is co-ordinated and reported centrally to give an integrated view.

The Transformational Objective consists of several Programmes and Projects that require specialist Change Management and Communications support in the areas of People & Culture, Digital and Operational Transformation.

The incumbent carries out her/his mandate by leading and co-ordinating change management and communication activity across specific Programmes and/or Projects in the Transformational Objective, working with key stakeholders ensuring effective planning, co-ordination and management of the work enabling controlled and effective implementation. The incumbent acts with minimal supervision, under the overall guidance of and reporting directly to the Chief Transformation Officer. S/he exercises initiative in the day-to-day conduct of the work, in line with the guidance provided by the Chief Transformation Officer and Output Executive Sponsors.

MAJOR DUTIES AND RESPONSIBILITIES

Function 1 (incl. Expected results)

Develops an effective and sustainable change management and communications approach for Programmes and/or Projects in the Transformational Objective through effective co-ordination and stakeholder management, achieving results such as:

- Deliver a defined change management and communications plan which can be implemented effectively to sustain the results of the change.
- Provide training, coaching and support to Programme and Project teams and stakeholders to implement change management and communications effectively.
- Co-create, co-ordinate and manage change management activity within specific Programmes and Projects prioritizing deliverables for the benefit of ICAO personnel.
- Co-ordinate business change champions and stakeholders and lead activity and progress reporting.

Function 2 (incl. Expected results)

Enables an engaging and inclusive colleague journey ensuring change management activities are appropriate, timely and effective, achieving results such as:

- Deliver robust business and people impact assessments, and stakeholder mapping, of Transformational Objective Programmes and Projects.
- Collaborate and develop effective training, internal communications, engagement and business readiness activity with Programme and Project leads.
- Co-ordinate and manage communications plans, working collaboratively with internal communications and HR teams.
- Engage proactively with stakeholders building relationships and championing the Transformational Objective.
- Influence and support organizational cultural development and transition initiatives.

Function 3 (incl. Expected results)

Provides specialist change management and communications leadership and expertise, achieving results such as:

- Communicate effectively the contribution of Programmes and Projects to the Transformational Objective vision and Strategy with the associated benefits, deliverables and milestones at all levels of ICAO.
- Develop change management capability in Project teams and enable the transition of Transformational Objective change management approaches and lessons learned to core ways of working.
- Engage in effective business partnering with Transformational Objective Output Executive Sponsors and stakeholders.
- Provide strategic intervention on change management as required.

Function 4 (incl. Expected results)

Performs other related duties, as assigned.

QUALIFICATIONS AND EXPERIENCE

Education

Essential

- A first-level university degree in change management, communications and engagement, or in a related field.

Desirable

Recognized qualification in change management.

Professional experience

Essential

- A minimum of ten (10) years' experience in a role related to change management and organizational change/transformation.
- Experience in administration and implementation of change management plans.
- Experience in managing complex cross functional change initiatives.

Desirable

- Experience in an aviation, UN or large international organization or agency.
- Experience in programme or project management principles and methodologies.

Languages

Essential

Fluent reading, writing and speaking abilities in English.

Desirable

A working knowledge of any other language of the Organization (Arabic, Chinese, French, Russian, Spanish).

Competencies

Professionalism: Demonstrable experience in change management and communications. Strong demonstrable stakeholder management skills. Proficient in Microsoft Office including Word, Excel and PowerPoint. Shows pride in work and in achievements; demonstrates professional competence of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style, and format to match the audience; demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

Judgement/Decision-making: Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

MODE OF SECONDMENT

The duration of the secondment is for 1 year which can be extended. The secondee is expected to work five days per week.

ICAO may avail itself of the services of personnel seconded by governments, other international agencies or educational, scientific, research or other institutions. Seconded personnel are engaged under a Trust Funded or Gratis (detached expert) arrangement, in accordance with terms and conditions stipulated in a Memorandum of Understanding between ICAO and sponsor of the seconded person. During the period of assignment with ICAO the seconded individual will be considered an "Official" of ICAO.

Once engaged by ICAO the seconded individual will be under the sole authority of the Secretary General of ICAO and all relationship with the releasing Government/Agency will be held in abeyance during the period of employment with ICAO.

As detached expert: The individual is detached from the releasing Government/Agency but is assigned to work for ICAO.

Trust Fund arrangement: Funds are deposited by the Government/Agency with ICAO for the purpose of engaging personnel normally subject to the stipulations of a Memorandum of Understanding.

NOTICE TO CANDIDATES

ICAO does NOT charge any fees or request money from candidates at any stage of the selection process, nor does it concern itself with bank account details of applicants. Requests of this nature allegedly made on behalf of ICAO are fraudulent and should be disregarded.