

# IOM HEADQUARTERS (11)

## 6.1 JPO - Associate Change Management Officer – Geneva, Switzerland

Coordinate change management initiatives and activities within IOM and apply a structured methodology to support adoption of the changes required by the Organization; Conduct change impact and readiness assessments for significant changes, including the following: evaluate the organization's change readiness and conduct learning needs and change impact analyses; Facilitate and document impact and readiness assessments for significant changes; Map stakeholder groups and identify any risks and significant resistance and propose measures for mitigating resistance; Assist in the development of a comprehensive change management strategy and implementation plan encompassing stakeholders; Assist in the implementation of the change management strategy and plan; Assist in developing strategies for evaluation and continuous improvement.