

Job Spec Code: LP05

Job Title: Change Delivery Manager – British Gas Energy

Scene setter:

British Gas Energy is undergoing an exciting period of change. We're evolving to become a truly purpose-led organisation, helping millions of customers to live more sustainably, simply, and affordably. We truly believe that we have a huge role to play in helping the nation to cut carbon emissions and prepare for a net zero future, and it's a role we are immensely proud of.

We want to engage with individuals who can bring diversity of experience and thinking into our team. The expertise that someone from the Armed Forces or an Athlete would offer, in terms of discipline and drive to achieve outcomes, is highly transferable into the work that we do. We can learn from someone who offers alternative approaches and healthy challenge on how we operate, helping us to improve the delivery of key business outcomes.

The Change and Delivery team are responsible for defining and delivering the change activities and transformation programmes for British Gas Business (BGB), aligning and prioritising plans to support the BGB strategy. The team ensures change lands effectively across the organisation and colleagues realise the benefits of it. We drive the continuous improvement culture and skill set across BGB. We help build capability, empowering our colleagues to make changes that will improve colleague and customer outcomes.

Overview of role:

The Change Delivery Manager is a delivery role which ensures tactical and strategic change projects within BGB are appropriately identified, managed, and embedded within the operational areas. Through the coordination of multiple workstream leads and stakeholders, you will ensure that all tasks and activities identified within each project plan are delivered to agreed cost, time, quality, scope whilst assuring benefits are aligned.

Attributes we need:

- Change delivery and deployment experience
- Strong planning, risk, and issues management skills
- Readily demonstrates a growth mindset and adaptability
- Relationship builder - strong team player who encourages co-operation, mutual trust, and open communication
- Excellent stakeholder management, able to collaborate well with internal and external colleagues across geographical locations
- Effective networking & influencing skills. Ability to negotiate effectively with internal staff and external service providers
- Consistently meet deadline and completes task promptly
- Strong presentation, communication, and written skills – ability to articulate a compelling argument, verbally and on paper

From Centrica's Core Capabilities, we're also looking for the following:

- Growth mindset
- Relationship building
- Challenge & Support
- Prioritisation
Innovation

Key accountabilities during placement:

The successful candidate will have the opportunity to work within change delivery teams and manage various elements of programme delivery, whilst presenting information to various stakeholders and being involved in decision making processes.

You will:

- Work with key stakeholders and business teams to create the necessary documentation to deliver and embed change
- Work within BGB in impact assessing key areas of business readiness & delivery for operational functions within the wider business strategic plans
- Facilitate business readiness plans, ensuring they are fit for purpose & aligned to business needs
- Cover testing, training, communications, engagement, impact assessments, post go-live support, fix/issue resolution and benefit realisation

Essential and Desirable:

Essential:

- An availability date to begin placement from Monday 30th September
- For military individuals:
 - 4 years+ leadership experience
 - A Service Leaver undertaking resettlement – or within 24 months of leaving the Forces and still eligible for CTP support

Desirable:

- Experience in managing projects and/or project management practices (Agile, Prince2, APMP)
- Degree educated or equivalent
- For athletes - coaching experience – high performance

Career potential beyond placement:

Development into a more senior Business Change role; this could be as a Transformation Manager, delivering a variety of change management projects, or a more specific Product or Programme Manager role. There could also be opportunity to develop into the operational business areas that we support and deliver for.

Location of Placement:	Placement Salary	Length of Placement
The role is hybrid with occasional office travel For example: Windsor, Leicester, Leeds	Between £43,000 - £53,000 depending on experience	9 months
Useful web links:		
Centrica Home Energy Gas & Electricity Supplier - British Gas		