



Director, Enterprise Change Management

Position Status:	Temporary Assignment to May 28, 2027
Posting Status:	Open
Location:	(On-site) 26 Prince Andrew Place, North York, ON, M3C 2H4
Salary Band:	\$156,789 - \$197,518
Hours of Work:	36.25 per week
Posting Date:	April 23, 2026
Closing Date:	April 27, 2026

Who we are

The Office of the Chief Electoral Officer (Elections Ontario) is an independent, non-partisan office of the Legislative Assembly of Ontario, responsible for administering provincial elections, by-elections, and referenda.

At the heart of our work is a commitment to democracy – making voting easy and accessible for all electors, while maintaining the integrity, security, and transparency of the electoral process.

Join our team

Elections Ontario is transitioning from a fixed-date election model to a state of continuous readiness following legislative changes under Bill 68. This shift requires a fundamental evolution in how the organization operates - moving from periodic readiness to a structured, enterprise-wide system of sustained readiness.

To enable this, we are building the **Always Ready Operating Model**: a structured, enterprise-wide system of governance, planning, and accountability that ensures elections can be delivered confidently, at any time.

This role sits at the centre of that transformation.

As **Director, Enterprise Change Management & Operating Model Readiness**, you will work directly with the Chief Strategy & Innovation Officer, senior leadership, and an external partner to help design, embed, and sustain this new operating model. You will play a critical role in ensuring that what is built is not only sound in design—but fully adopted, operationalized, and sustained across the organization.

This is a rare opportunity to shape how a public institution operates at its core—translating strategy into system, and system into behaviour—at enterprise scale.



The work is fast paced, highly visible, and central to EO's ability to operate in an Always Ready environment.

What you can expect in this role

This role is both strategic and hands-on, operating at the intersection of operating model design, change leadership, and enterprise execution.

You will:

- **Act as the internal anchor for operating model adoption**

Translate governance frameworks, planning rhythms, and operating model design into practical, day-to-day ways of working across the organization.

- **Lead enterprise change management and adoption**

Design and execute the change strategy, including leadership engagement, training, communication, and reinforcement mechanisms to ensure sustained adoption.

- **Partner closely with senior leadership and the external vendor**

Serve as the bridge between design and execution—ensuring solutions are grounded in EO's context and are implementable in practice.

- **Monitor adoption and organizational readiness in real time**

Identify resistance, gaps, and risks early; proactively intervene to ensure the operating model is taking hold across divisions.

- **Co-facilitate enterprise training and capability building**

Enable leaders and teams to operate within the new model through structured learning, tools, and ongoing support.

- **Steward the transition from interim to permanent operating structures**

Ensure governance forums, planning cadences, and accountability mechanisms are not only launched—but sustained.

- **Lead the enterprise readiness simulation and adoption cycle**

Support the design and execution of readiness simulations and ensure learnings are translated into operational improvements.

- **Build and embed a permanent change management capability**

Establish change management as a core organizational discipline, enabling EO to sustain and evolve the model over time.



What you need to qualify

We are looking for a senior practitioner with deep experience leading operating model and organizational change at scale.

You bring:

- **Proven experience leading enterprise operating model or governance transformations**
You have moved beyond designing frameworks—you have successfully embedded them in real organizations.
- **Strong fluency in operating model design and enterprise governance**
You understand how planning rhythms, decision rights, performance management, and organizational structures work together.
- **Demonstrated expertise in change management and organizational adoption**
You know how to translate strategy into behaviour—through structured change approaches, leadership alignment, and capability building.
- **Experience working at senior leadership levels**
You are credible with executives and effective with frontline teams, able to operate across all levels of the organization.
- **Ability to operate in ambiguity and at pace**
You are comfortable building while executing, making decisions with incomplete information, and adjusting in real time.
- **Strong judgment and influence skills**
You can identify risk early, challenge constructively, and drive alignment across diverse stakeholders.
- **A builder mindset**
You are motivated by creating capability and leaving organizations stronger—not creating dependency.
- **Experience in complex, multi-stakeholder environments**
(public sector experience is an asset but not required)
- Must be legally entitled to work in Canada.

This role requires in-office presence five (5) days per week. There is no hybrid option.

The successful candidate will be required to complete background and social media checks as part of the recruitment process.



How to apply

Our recruitment process reflects our mission to uphold the integrity and accessibility of the electoral process and to manage elections in an efficient, fair, and impartial manner. We offer career growth opportunities and a competitive rewards program.

Please submit your cover letter and resume as one PDF attachment, using format: **EO-2026-69, First Name Last Name** in the subject line, to jobs@elections.on.ca, no later than **4PM on April 27, 2026**.

Please note: Applications without a cover letter will not be accepted.

We thank all applicants for their submission, but only those candidates selected for an interview will be contacted.

How to request an accommodation

Elections Ontario is an equal-opportunity employer. We are committed to fostering an inclusive, equitable, and accessible environment, where all employees feel valued, respected, and supported.

Under the *Accessibility for Ontarians with Disabilities Act* and the Ontario Human Rights Code, we provide accommodation for applicants with disabilities throughout the recruitment and selection process. If you require a disability-related accommodation to participate, please call 1-888-668-8683, send a fax to 1-866-714-2809, TTY at 1-888-292-2312 or email hr@elections.on.ca.

At Elections Ontario, all resumes are screened by the Talent Acquisition team and Hiring Managers, without the use of AI. Criminal record checks also do not use AI. However, AI technology is used when conducting social media checks.

Elections Ontario posts salaries in accordance with ESA pay/transparency legislation. Individual salaries within the anticipated salary range are determined through various factors, including but not limited to internal equity, education, relevant experience, knowledge and applicable skill sets.