



State of Nevada

Invites you to apply for

Organizational Change Manager (OCM)



THE STATE OF NEVADA

MISSION

The Nevada Way: Empowering the executive branch to provide solution-oriented customer service to residents, businesses, and visitors so Nevada is recognized for its world-class destinations, its innovative and business-friendly economic environment, its quality of life, and its efficiently and effectively run state government.

VISION

Governing with transparency and fiscal responsibility; working with local government, non-profit and industry partners; delivering dependable services to citizens and visitors; and creating opportunities for Nevadans to lead safe, healthy, prosperous, and productive lives.

“OUR CAPACITY TO ACHIEVE GREAT DEEDS WILL NEVER BE IN QUESTION, BECAUSE WE WILL FOLLOW THE NEVADA WAY – NEVER GIVE UP, NEVER GIVE IN, AND NEVER STOP DREAMING.”



Governor Joe Lombardo
STATE OF THE STATE ADDRESS

The State of Nevada, encompassing over 110,000 square miles, is a land of vast natural beauty, economic diversity, and cultural vibrancy. Known as the “Silver State” for its historic mining legacy, Nevada today is equally recognized for its dynamic cities, rugged outdoor landscapes, and spirit of independence. Anchored by metropolitan hubs like Las Vegas and Reno, Nevada also offers a rich tapestry of rural communities, tribal lands, and open desert that reflect its deep Western roots.

Home to more than 3.2 million residents, Nevada is one of the fastest-growing states in the nation. The state features no personal income tax, a favorable business climate, and year-round recreational opportunities—from world-class entertainment and dining to hiking, skiing, and stargazing beneath some of the clearest night skies in the U.S.

With over 300 days of sunshine annually in many regions, Nevada’s climate ranges from the dry heat of the Mojave Desert to the four-season beauty of the Sierra Nevada. The state is also home to Lake Tahoe, Great Basin National Park, Red Rock Canyon, and more than 800,000 acres of state park land.

Nevada balances innovation and tradition, offering a high quality of life, a growing emphasis on sustainability and technology, and a commitment to preserving the natural and cultural richness that makes the state truly one of a kind.

MISSION STATEMENT:

The CORE.NV system is an integrated, statewide ERP solution that will propel Nevada's government towards streamlined efficiency, transparency, and effectiveness.

VISION STATEMENT:

Our vision for the State of Nevada is to transition from fragmented Human Resources and Financial systems and tools to a cohesive, integrated platform. Implementing one statewide Enterprise Resource Planning (ERP) system will streamline administrative functions and establish the framework for a highly responsive government. By unifying our systems, CORE.NV will redefine the way Nevada operates. We will eliminate redundancies, optimize workflows, and drive informed decision-making. This transformation will empower our public servants to focus on delivering exceptional services to the citizens and businesses of Nevada while ensuring fiscal responsibility and accountability. Together, we will create a new era of operational excellence, where seamless integration and advanced technology enable our workforce to meet evolving needs. CORE.NV is the operational cornerstone for an efficient, transparent, and effective Nevada government.

Organizational Change Management is the bridge between technical implementation and human adoption.

Our Team strives to minimize productivity loss, mitigate resistance, and ensure 100% user proficiency.

Our services include impact assessments, stakeholder engagement, strategic communication, leadership coaching, and support of role-based training.

UNIT SECTIONS:

- Financial
- Technical
- Human Resource Management
- Administrative
- Organizational Change Management

THE IDEAL CANDIDATE

WHAT WE'RE LOOKING FOR:

Someone who can motivate groups of people, articulate processes and the benefits of change, while translating technical jargon into compelling communications. This individual must be an empathetic leader, be politically savvy, be organized and efficient in their tasks, while working in a fast paced environment.

WHAT YOU'LL BE DOING:

- Strategy Design and Implementation: Developing and implementing long and short-term change plans that align with the project.
- Agile Pivoting: Adjusting strategies and communications immediately to respond to project shifts and technical hurdles.
- Stakeholder Analysis: Analyzing areas of impact to determine how ERP shifts will influence various state agencies and roles.
- Communication Leadership: Drafting and deploying high-impact messaging, newsletters, and benefit frameworks to foster positive acceptance.
- Adoption & Resistance Management: Proactively identifying points of friction and deploying targeted interventions to convert resistance into active participation.
- Performance Tracking: Using gap analysis and statistical reporting to measure the success of adoption and adjust strategies in real-time.

QUALIFICATIONS:

Bachelor's degree in business or public administration, or a closely related field, and four years of professional experience in program and project management, including at least one year in organizational change management; or qualifying Nevada State service as an Administrative Services Officer III or Management Analyst IV; or an equivalent combination of education and experience. Requirements include knowledge of organizational change management, research methods, project management, program administration, Enterprise Resource Planning (ERP), and strategic planning, along with the ability to communicate effectively, lead change efforts, address resistance, present information to stakeholders, produce clear analytical reports, build consensus, solve problems, and maintain effective working relationships.



Join a team where your impact will matter from day one.

KEY QUALITIES & COMPETENCIES:

The role requires strong technical expertise in organizational change management, including hands-on application of OCM frameworks such as Prosci (ADKAR) or ACMP, conducting gap and impact analyses, developing readiness surveys, producing statistical and narrative data reports, planning and executing multichannel communications, supporting large-scale ERP SaaS and cloud migrations, and designing training curricula with structured feedback mechanisms.

Equally critical are behavioral competencies, including strategic vision and long-term scenario planning, empathy to recognize and mitigate change fatigue, the ability to influence and drive buy-in without formal authority, confidence in public speaking before legislative and executive bodies, resilience in navigating resistance and uncertainty, and active listening to surface and address underlying concerns.

SALARY:

Up to \$145,053 per year (employee/employer) or, \$122,536 per year (employer only)

LOCATION:

Carson City, Nevada

STATE BENEFITS

The State of Nevada offers a wide array of benefits to employees, including:

- No Nevada State income tax
- Medical, dental, life, and disability insurance coverage
 - Twelve paid holidays per year
 - Three weeks of annual leave
 - Three weeks of sick leave
- Participation in the Public Employees' Retirement System (**PERS**)
 - Access to a tax-sheltered deferred compensation plan
 - No Social Security contributions (Medicare deduction still required)
 - Additional benefits for long-term and CBA employees



The State of Nevada is an equal opportunity employer dedicated to building diverse, inclusive, and innovative work environments with employees who reflect our communities and enthusiastically serve them. All applicants are considered without regard to race, color, national origin, religion or belief, age, disability, sex, sexual orientation, gender identity or expression, pregnancy, domestic partnership, genetic information (GINA), or compensation and/or wages.



APPLICATION & SELECTION PROCESS

Applications will be accepted on a first-come, first-serve basis and will continue to be accepted until the position is filled. Applicants are therefore strongly encouraged to submit their applications as soon as possible. Hiring may occur at any time during the recruitment process. Interested applicants should submit their cover letter, resume, and a list of three professional references to:

SUBJECT LINE: Organizational Change Manager Application

Brady Phillips
Administrator
bradyp@opm.nv.gov
775-687-7233

In your cover letter please indicate how you heard about this position. If you heard about this position through a website, please specify which website.

Thank you!

