Senior Change Communications Lead

The project

Insocius (see company description below) is working with a major multinational pharmaceutical company, partnering with two senior communications leaders to develop and execute the communications strategies for two areas in their research and early development function. One leader is responsible for change communications across the whole R&D group; the other for communications across one of its specialist disease areas.

Your role

In this role, you will be a senior partner to the two client leads. You will work seamlessly with them to help them develop and implement the communications strategies, plans and deliverables that meet their challenges and improve business performance.

To be successful, you will need to get under the skin of their business, goals and culture quickly, and be able to develop and secure buy in for well-considered, effective approaches and plans. You will understand what it takes to implement a communications plan in an R&D organisation, and you will work effectively with a range of client stakeholders to do so.

As part of delivering the plan, you will write and develop – or manage third party suppliers to produce – all the communications materials needed, and put in place the measurements and metrics to demonstrate success.

The client culture is a dynamic, collaborative one and they use Agile thinking, methods and tools. Experience of working in Agile or similar environments will help you to succeed.

The assignment is likely to need at least a commitment of four to five days a week: two to three days to partner the change communications lead, and two days to partner the disease area communications lead.

You will work closely with Insocius colleagues during the project. This includes the Client Lead, who will help you understand and navigate the client business and who is ultimately responsible for the client plan and relationship, a Project Manager, who will help you to deliver the project on time and on budget, as well as Finance, Client Services and support colleagues.
Detailed activities include:

- Build strong and effective working relationships with two client leads quickly
- Partner with those clients to understand and define their brief, develop strategies and make those strategies a reality across the company
- Provide expertise and innovative ways of working to ensure communication is clear, concise and engaging across multiple business locations and change is embedded effectively
- Be a thought partner to the client during strategy development, and coach and guide during execution
- Produce high quality written content for communications deliverables including leader communications, town hall / other presentations and social / collaborative content
- Manage third party suppliers / creative partners to develop and deliver creative content and additional media on time and on budget
- Produce and implement deliverables on time and on budget, working closely with a Project Manager to manage finances, risks and issues
- Manage project communications and client stakeholder engagement on delivery
- Develop and use appropriate metrics and measurement tools to capture learnings, keep activities on track and demonstrate success
- Share knowledge within Insocius

Candidate requirements

We are looking for a senior specialist with experience of developing and delivering communications strategies in consulting environments.

Experience and skills

- 15+ years in consultancy and/or agency roles
- Demonstrable understanding of communications / change communications and a track record of successful communications strategy development and execution
- Experience of delivering communications in the pharmaceutical and life sciences industry, preferably R&D
- Proven ability to solve problems at pace and manage senior stakeholders to deliver the right outcomes
- Ability to work through ambiguity towards practical, pragmatic plans that are aligned to client needs
- Strong interpersonal and stakeholder engagement skills
- Excellent written and content production skills
- Knowledge and proven use of MS Teams and Google systems
- Experience of delivering in an Agile environment and culture

About Insocius

Insocius is a specialist consultancy partnering with senior leaders and their teams in the pharma and life sciences industries. We specialise in supporting leaders and teams meeting business challenges around value articulation, organisation strategy acceleration, business transformation, and executive performance. The quality of what we deliver is what leads to future work.

We are change management, strategy, lifecycle communications and executive development experts who bring decades of pharmaceutical and life science industry experience to develop strategies and plans that improve R&D and commercial performance, enable organisational change, and advance leadership goals.

We operate a collaboration model that enables us to bring together some of the top talent in our sector from various geographies to deliver to the quality standards that have made our name. Collaborators and employees who deliver our client work are all working virtually and the majority work part-time.

Our clients are some of the largest global pharmaceutical and life sciences companies as well as rapidly scaling biotechs and our current projects are with client teams based in the US, UK and Switzerland.

Interested in learning more and discussing whether this is the next step in your career, contact:

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