

organization to the new ways of conducting HR business using PeopleSoft.

\*The Organizational Impact Specialist will participate in building a business case in order to get buy-in to these new ways of conducting HR business and in developing a strategy for determining the impact of PeopleSoft on the organization. Finally, the Organizational Impact Specialist may be called upon to help the responsible AAFC team member in carrying out the strategy.

\*A PeopleSoft HRMS Software Developer will be part of the project team in developing functionality required by the department that is not provided by the product as delivered to departments.

\*A System Test Leader will be required to plan, organize and lead the testing activities after the customization of the system. The focus of this will be user acceptance testing.

## 2.1 Tasks

It is not possible, at this time, to firmly identify detailed tasks to be performed. With each Task Authorization vendor(s) will be given a specific set of tasks and deliverables. Some of the tasks to be performed, based on current detailed segment work plans, include but are not necessarily limited to the following:

### Change Management (Organizational Analysis and Alignment)

(Organizational Impact Specialist: Approx. 50 days)

The Organizational Impact specialist will be involved in the following activities:

#### Organizational Impact Analysis

- Review current and planned business processes
- Conduct impact assessment
- Define change management approach

#### Organizational Alignment

- Organizational design
- Address HR issues
- Job redesign/alignment
- Finalize organizational structure changes

### Technical Shakedown Segment

(PS Technical Analyst: Approx. 5 days)

- Review test plans for Technical Shakedown
- Review environments set up for technical testing
- Testing of technical infrastructure components