



QHR Software Inc., a QHR Technologies Inc. Company, is looking for a:

### **Implementation Consultant - Manitoba**

QHR Software is an industry leader in providing software solutions to organizations with complex work environments. The company has been developing software for over 15 years and has built a solid reputation in the health and social services sectors in Canada. Headquartered in Kelowna, British Columbia, QHR Software has remote office locations across Canada. QHR Software is a wholly-owned subsidiary of QHR Technologies Inc., a publicly listed company (TSX-V:QHR).

#### **Position Summary:**

Under the leadership of the Director of Client Services, the Implementation Consultant will be responsible for the two primary segments of work:

- Working with QHR customers to successfully deploy our Workforce software suite utilizing a defined implementation process. This will include conducting project kick-offs, completing business requirements analysis, configuration of the software, training of client personnel, completing parallel testing activities, and providing go-live support. It will also include a project management component that requires the ability to plan, lead, monitor, manage and report on large-scale projects for our clients within the Canadian Healthcare sector. The consultant will work with the QHR Implementation and Support teams to provide guidance, assistance and best practice implementation strategies to potential and existing clients across Canada. This position will be based in Manitoba and will involve travel including up to 30 weeks per year mainly within Manitoba, but possibly across Canada.
- Contribute to and participate in the delivery of a variety of other internally focused initiatives including demoing QHR Workforce to prospective clients, working on strategic internal initiatives that will advance the QHR Implementation organization (methodology refinements, estimation tools, development/contribution to Knowledge Management repositories/process, Implementation Best Practices etc).

#### **Key Accountabilities:**

- Conduct project planning, analysis, project management, user training and post go-live sessions
- Perform all implementation tasks / activities as specified within the project plan
- Establish and demonstrate full knowledge of the QHR Workforce application suite. Establish specialized areas of product expertise as you become more experienced with QHR Workforce.
- Working with the QHR Implementation Management team, advise and validate project approach, estimates, timelines and resource mix that will optimize client success and mitigate project risk.

- Provide timely communications to the Client/QHR Leadership Teams regarding project progression. These regular written status reports will also highlight and problems/risks that need to be escalated and associated recommendations and mitigation strategies.
- Participate in QHR internal client implementation activities including the configuration design and data entry activities of building a database for a new client
- Contribute to the development and delivery of educational materials that will be utilized in one of two deployment models – 1) “Train-The-Trainer” to client project personnel or 2) Direct End-User to client functional/technical personnel.
- Become involved in the continual improvement of the implementation, training and project management materials and best practices
- Conduct software demonstrations for clients and prospective clients
- Identify personal learning objectives and participate in ongoing professional development to ensure knowledge and skills are kept current and relevant. This will include both QHR Product application and Healthcare vertical domain expertise.
- Participate in and provide training activities for QHR personnel
- Additional tasks, responsibilities and special projects as assigned.

**Candidate Profile:**

The successful candidate will possess the following:

- Strong and proven project management and implementation experience with packaged software solutions (ideally ERP applications)
- Functional expertise in one or more of the following disciplines - Human Resources, Payroll and/or Staff Scheduling.
- Direct implementation, configuration, and testing experience related to the deployment of HR, PR or Scheduling software applications
- Excellent training and facilitation skills including experience in adult education
- Effective and proven interpersonal and communication skills at multiple levels within Client/QHR organization (from individual project team members up to the “C” level)
- Detail oriented, possess superior organization and follow up skills
- Highly committed to exceeding client expectations
- Ability to work both independently and in a team environment. Experienced and successful working within a remote team environment.
- Ability to maintain confidentiality of sensitive client information
- Bilingual - English/French - nice to have

**Education & Experience:**

- Minimum 5 years experience configuring and implementing Payroll/HR/Scheduling systems. Preference will be given to those candidates that are also experienced in the deployment of Financial Application Systems (e.g. Microsoft GP Dynamics)
- Demonstrated success working with external clients to understand, gather and implement business requirements within the QHR application(s)
- A successful track record ensuring that the business needs of clients are met with a high degree of customer satisfaction
- Experience in delivering adult based education in multiple delivery formats including Live Web based training, 1x1 adhoc training, formal classroom based training

- Minimum relevant University degree or equivalent work experience
- Achieved (or currently working towards earning) CHRP designation is desirable
- Achieved (or currently working towards earning) CPA certification is desirable
- Fully versant with the Microsoft Office application suite. Skilled in managing projects utilizing the Microsoft Project application.
- Experience within the Healthcare Sector is definitely preferred. This would include having either implemented software within the Canadian Healthcare sector and/or having worked directly within a healthcare organization (Hospital, Long-Term Care facility etc).

**Total Rewards:**

We offer a competitive compensation package with flexible benefits.

Please submit your cover letter and resume to Lindsay Barrett at: [lbarrett@QHRTechnologies.com](mailto:lbarrett@QHRTechnologies.com)

Thanks to all those that apply. Only those chosen for an interview will be contacted.

**QHR Technologies Inc.** has a vision of being a Top 100 Technology Company and a Top 100 Employer. Our results and culture all point to personal growth, opportunities and success. Optimed Software Corporation is a wholly owned subsidiary of QHR Technologies Inc., a publicly listed company (TSX-V:QHR). QHR Technologies was recently recognized by the 2010 Branham 300 list in the 'Top 5 Pure Play Healthcare Companies' list, the 'Top 10 Growth Companies' and the 'Top 20 Movers and Shakers' list as well as listed on the 'TSX Venture Exchange Top 50' list. As well, QHR Technologies was recently named as a finalist in B.C.'s 'Technology Impact Awards (TIA's) in the category of 'Emerging Company of the Year' for its outstanding performance as a technology enterprise. The TIA's recognize British Columbia's most innovative and dynamic technology companies. QHR Technologies Inc. has focused on the business development of promising Canadian technologies to meet the needs of emerging or under-developed markets. This strategy has generated profitable revenues, while earnings have allowed QHR to prosper and grow on behalf of shareholders. Capitalizing on its management expertise, QHR continues to source new markets and technologies through mergers or acquisition. For further information on QHR Technologies, please visit our website at: [www.QHRTechnologies.com](http://www.QHRTechnologies.com).