Change Specialists
Simplifying Change

EDUCATION / CHANGE & DIGITAL TRANSFORMATION

One partner. Four ways to deliver change in education.

Independent advice, accountable delivery, flexible expertise and lasting capability, shaped around your outcomes.



Consultancy **Delivery** **Flex** **Fixed**

Your partner for change

Change Specialists is an independent change management consultancy supporting IT, digital and business transformation.

We work with your leaders to understand the outcome you need, the pressures on delivery and the capability already in place. We then agree the support that fits your organisation.

Our four services can work independently or together. You can draw on advice to shape a decision, leadership to deliver a programme, specialist support to fill a gap, or recruitment to build lasting capability.

Supporting change in education

Education providers need technology that supports teaching, learning and day-to-day services. Our higher education experience includes a university partnership spanning approximately five years, with support adapting as priorities evolve. Our work spans cloud, student journey transformation, security and resilience, digital workplace and Power BI development. We bring specialist capability and experienced leadership, working alongside your teams in ways that fit your organisation.

Experienced people and senior attention

We select practitioners for their expertise, their understanding of the assignment and their fit with your team. You have access to experienced professionals and a dedicated Account Director, with clear reporting and regular reviews focused on agreed outcomes.

Flexible support and direct hire

Flex has provided most of the support, with specialists working alongside university teams and some assignments still live. When additional recruitment needs arose, Change Specialists also supported hard-to-fill senior appointments.

Consultancy | Delivery | Flex | Fixed

Direction and delivery

Each service creates value alone. Together they provide one joined up change capability partner.



Consultancy

Clarity + Control

Independent advice to help you understand your current position, assess options and decide how to move forward. We help shape the target model, investment case and priorities, and provide objective challenge when a programme needs review.

WHEN TO USE IT

You need a clear plan, an independent perspective or confidence in your next decision.



Delivery

Pace + Assurance

Experienced programme and project leadership to turn agreed priorities into managed delivery. We establish plans, governance and reporting, coordinate dependencies and manage risks through implementation and handover.

WHEN TO USE IT

A programme needs mobilisation, stronger control or experienced leadership to maintain progress.

Expertise and lasting capability



Flex

Agility + Expertise

Flexible access to specialist IT, digital, data and business change expertise. We match the assignment to the right professionals, considering experience, ways of working and cultural fit. Regular service reviews keep the support aligned with your needs.

WHEN TO USE IT

A capability gap or additional demand is affecting delivery, and your team needs targeted support.



Fixed

Continuity + Capability

Support to recruit permanent and fixed-term professionals who strengthen your internal team. We take time to understand the role, your priorities and the organisation, helping you build the capability needed to sustain change.

WHEN TO USE IT

You need to fill a critical permanent or fixed-term role or move from temporary support to lasting internal capability.

A partnership across the university change agenda

A HIGHER EDUCATION ORGANISATION IN NORTH WEST ENGLAND

CHALLENGE

A large higher education organisation in North West England needed to modernise technology and student services while sustaining day-to-day operations. Its change agenda spanned interconnected programmes, with specialist capability needed at different stages.

Requirements evolved across cloud migration, the student journey transformation programme, security and resilience, digital workplace and related services for international and postgraduate students.

CONTRIBUTION

Change Specialists has combined project and programme management and leadership with solutions and network architecture, Azure engineering, technical and business analysis, change management, programme test management, data warehousing and Power BI development.

Working alongside internal teams and delivery partners, Change Specialists has supported discovery, design, procurement, delivery planning, testing, adoption and transition. Flexible services have adapted as programme priorities changed.

OUTCOMES AND CONTINUITY

Through Flex, Change Specialists professionals work alongside university teams to maintain delivery momentum as priorities evolve. Agreed deliverables, monthly reporting and service assurance give leaders visibility and control. Knowledge transfer, documentation and service closure reporting help retain expertise and sustain progress beyond each assignment.

Change Specialists also responded to requests for hard-to-fill senior hires. Working with leaders, Change Specialists used market mapping and proactive approaches to secure the Assistant Director for Infrastructure & IT Operations and permanent Head of Test and Release.

Distinct programmes. Connected expertise.

Specialist services shaped around each part of the change agenda.

Student journey transformation

Business change management, programme test management and Power BI support. Work covered engagement, communications, adoption, release assurance, data pipelines, data warehousing, reporting and dashboards.

Cloud programme

Scope included discovery across around 140 applications and 600 virtual machines. Support covered hosting and network architecture, Azure engineering, backup, connectivity, supplier requirements and migration planning.

Security & resilience

Solutions architecture focused on eight mission-critical systems. Scope included cyber security, operational resilience, backup, observability and knowledge management, with architectural standards, governance recommendations and a prioritised roadmap.

Digital workplace & M365

Business analysis for moving network drives and SharePoint services to M365. Discovery covered data usage, ownership, sensitivity, retention, permissions and workflows, with requirements and migration planning across departments.

International college

Solutions architecture for a new college initiative. Support covered solution designs, technical impact assessment, integrations, workflows and software engineering priorities, with tactical and strategic designs for technical governance review.

Postgraduate student journey

Business analysis to support selection of a replacement system for postgraduate research student progression. Work covered current processes, detailed requirements, prioritisation and preparation of tender documents.

What our client says

Change Specialists has supported a connected change agenda across the university. The partnership brings together specialist services, leadership and direct hires, with some assignments still live and support adapting to the needs of distinct programmes.

> *“I consider Change Specialists to be a trusted business partner of the University. The Change Specialists team have taken the time to understand the objectives of our University Change Programmes to enable them to source and provide the most appropriate Interim Services and Permanent Resources to drive our programmes forward.”*
>
> **Deputy CIO, IT & Digital**
> **Higher education organisation, North West England**

Expertise for your education priorities

Flexible capability across IT, digital and business change.

- **Solutions & network architecture**
- **Azure engineering**
- **Programme & project leadership**
- **Business & technical analysis**
- **Change management & adoption**
- **Programme test management**
- **Power BI & data engineering**
- **Infrastructure & IT operations leadership**

A partnership built around your priorities

1

Understand the challenge

We start by listening. We explore your objectives, current position and delivery pressures, including the people and expertise you already have.

2

Agree the right support

Together, we define the scope, responsibilities, expected outcomes and review arrangements. We select the service, or combination of services, that fits the need.

3

Bring in the right expertise

We identify experienced professionals with the relevant capability and team fit. Clear priorities, specific deliverables and governance help them contribute effectively.

4

Stay close to delivery

Regular conversations and service reviews provide visibility of progress. We act on feedback and raise issues that need attention.

5

Support continuity

We plan handover and knowledge transfer where these form part of the assignment, helping your organisation retain the value of the work.

START A CONVERSATION

Change Specialists
Simplifying Change

What does your next stage of change need?

You may be planning a digital programme, reviewing an existing initiative or looking for specialist capability. We can help you explore the support that will make the greatest difference.

Tell us what you want to achieve, where progress is difficult and what support you already have. We will discuss how Change Specialists could work alongside your team.

LET'S DISCUSS YOUR PRIORITIES

01379 871144

info@changespecialists.co.uk

www.changespecialists.co.uk

Follow Change Specialists on LinkedIn