

Disruptors, Innovators, Experts

Diversity and Inclusion consultancy,
training and software



Diversity & Inclusion, Global Managing Consultant

Salary - £55,000 to £80,000

Remote or Office based, location and working pattern are flexible

Reports to: A Director

Reportees: Senior Consultant/Consultant

The opportunity

We are passionate about making the world a better place. Known for being Disruptors, Innovators and Experts in Diversity & Inclusion the Clear Company is a long established consultancy that continues to lead the market in terms of our innovative approach to delivering high value services and digital solutions.

We have experienced significant growth where we have extended our sphere of influence around the globe and here in the UK. Despite the challenges of COVID, the team have responded with intelligence, authenticity and confidence to ensure diversity and inclusion continues to be a priority for our clients.

Our clients are at the heart of everything we do, we like them to feel as proud as we do about the relationship and thoroughly enjoy working with them – it's a privilege for all of us.

You will join an established consultancy team as a Global Managing Consultant with immediate client and project leadership accountability across a range of sectors, geographies and programmes of work.

We are a challenging team, with each other and with our clients, constantly pushing the boundaries of our own thinking whilst continuing to innovate and digitalise our offering for the market.

When you are working for the Clear Company, you will be confident you're delivering services and digital solutions of the highest quality.

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What you will do

As a Global Managing Consultant the opportunities are varied and immediate with an extensive portfolio of clients with whom we work as trusted partners and critical friends. Comprising a mix of individual project design and delivery through to senior level relationship and account management, this is a role of influence within an established practice.

Key responsibilities, you will:

- Manage a portfolio of existing global clients, delivering excellence in customer service, stimulating new ways of thinking and working in an open and transparent partnership
- Build trusted partner relationships aligned to the Clear Company ethos of supporting clients to achieve long term authentic change
- Define and execute programmes of work across multiple clients from initial enquiry, scoping and costing the proposal through to securing contracts and managing service delivery to exacting standards and agreed performance indicators
- Develop revenue and profit through the growth in value of existing client contracts and winning new clients across the full Clear Company service and product portfolio
- Lead and coach colleagues in the team, within a matrix management structure, delegating effectively and developing colleagues within individual programmes of work
- Innovate and develop our service offering, bringing new thinking, new product ideas and new solutions to existing issues. We actively encourage all of our colleagues to challenge the status quo so that, collectively, we contribute to the thought leadership the business delivers to the market
- Develop new relationships, knowledge and your client portfolio as you participate in and take a leadership role within our regional and specialist forums, round tables, webinar and podcast series and conference participation.
- Design and facilitate learning interventions, on and off-line, for a senior audience across multiple inclusion themes, from inclusive leadership through to inclusive talent acquisition
- Participate actively in the development of the Clear Company, have a voice in our strategic direction and develop new products and services as we continue to extend our influence
- Take ownership and accountability for the consistency and quality of client service delivery, ensuring that each client feels they are our top priority

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What will you bring to the role?

You will be joining a team where passion, knowledge and commitment to making change happen is at the heart of everything we do. You will enjoy personal responsibility and accountability for both programme and client management. You will be collaborating with a team of experts working with and around you, all supported by a fantastic marketing, operations and projects team who we rely on heavily and value highly.

Skills, knowledge and experience:

- A depth of knowledge on the very latest thinking, shaping diversity and inclusion thought leadership across the full employee lifecycle - combined with the ability to interpret this for a complex and diverse **global** client base across multiple sectors
- The ability to engage senior stakeholders with credibility and authority internally and externally to develop lasting relationships and become a critical and trusted friend
- The ability to influence and make change happen, adapting your style to different audiences and bringing them into a new level of understanding and confidence as inclusive leaders or colleagues
- The ability to lead others and delegate effectively within a matrix, multi-project environment, coaching and developing colleagues to achieve their full potential
- Experience of programme management across multiple projects and across different geographies where change is part of the day to day activity and re-prioritising business as usual
- Experience of developing materials with clarity of message, depth of thought and with accuracy and attention to detail
- The skill to effectively position a high value proposition, identify commercial opportunities and confidently pursue them.

Competencies:

- Judgement and decision making
- Critical thinking and analysis
- Commercial acumen
- Adaptability
- Teamworking

We also need you to respect our values around high performance, be client focussed, work in an inclusive way, be innovative, respectful, curious and highly productive.

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What we offer

As well as a reward package that includes pension, private health and flexible working patterns, we offer you the opportunity to work with our high profile and diverse clients across many key sectors including Lloyd's of London, Hs2, Ofcom, Proctor and Gamble, Co-op, Bentley Motors, PageGroup, Guidant Global, United Utilities and Highways England. Your work will see you making lasting client relationships that will have far reaching impact on employment for people from diverse backgrounds. You will get the intrinsic good feeling that comes from engineering market wide change as we support influential clients to champion inclusion across whole market sectors and their supply chains. Primarily, this role offers you the satisfaction of knowing that you've helped our clients to change the world of work for the people who need it most.

Finally, you will also learn a great deal from the people in our team, who bring with them diverse cultural awareness and expert knowledge, and the way we work. Of course, we expect you to bring new learning opportunities to our team as well. It's how we grow and how we stay ahead of the competition.

How to find out more

To find out more about this brilliant opportunity please contact:

joinus@theclearcompany.co.uk or contact Kate.headley@theclearcompany.co.uk

How to apply

To apply, please send your CV to: joinus@theclearcompany.co.uk

The application process

Please be aware that the recruitment process will comprise of:

Stage 1 – An audit sample

Stage 2 – An evidence based interview and presentation exercise

We want to make sure we do all we can to make this a really positive experience for you. Please [click this link](#) which will take you through a simple process to identify any adjustments or additional support we can provide beforehand or on the day.