

Disruptors, Innovators, Experts

Diversity and Inclusion consultancy,
training and software



Job Description - Senior Consultant

Salary - £40,000 to £60,000

Reports to: A Managing Consultant

Reportees: Consultant/Co-ordinator

Main Purpose

Reporting to a Managing Consultant you will support them in the delivery of large-scale projects and be accountable for the delivery of BAU projects typically to an individual value of <£50K. You will be responsible for the continued innovation and excellence of service delivery within your portfolio and for the development of new business/additional revenue.

Key responsibilities, you will:

- Manage a portfolio of existing clients of a typical revenue value of <£50K, 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 role within our regional and specialist forums, round tables, webinar and podcast series and conference participation
- 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 and that impact is effectively measured

Disruptors, Innovators, Experts

Diversity and Inclusion consultancy,
training and software



Revenue expectations

£175,000 annual revenue

Skills, knowledge and experience:

- A depth of knowledge on the very latest thinking, indeed what is coming next in diversity and inclusion thought leadership combined with the ability to interpret this for a complex and diverse 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 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.

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.

v20210610 KH