

Job Description

Senior Consultant

Hours: 37.5 hours per week, permanent contract

Salary: Competitive

Responsible to: Chief Executive

Responsible for: Team of Consultants

Location: Manchester, UK with national travel

Job Summary

At Impact Psychology for Business, our values of openness, integrity and collaboration guide the way we work. The Senior Consultant will be responsible for the design and delivery of bespoke solutions across Impact's 4 pillars: Performance, Leadership, Talent and Change. Responsible for overseeing all stages of the consulting cycle, the post holder will manage multiple projects, supported by the Impact team. They will be responsible for driving business growth by identifying and pursuing business development opportunities and contributing to business development activities. A senior member of the team they will be responsible for leading and managing a small team of Psychologists.

Key responsibilities include:

- Design and delivery of bespoke client solutions, across Impact's 4 pillars:
 - Performance (e.g. Executive coaching)
 - Leadership (e.g. leadership development centres and Board development)
 - Talent (e.g. assessment and development)
 - Change (e.g. organisational design and development, building team effectiveness)
- Create and maintain project plans and manage progress of key project deliverables and critical dependencies across multiple projects/project types
- Provide expert advice to clients on a range of organisational development issues including, talent management, leadership development and assessment, team effectiveness and organisational change.
- Facilitating workshops for senior level clients including training and development and Board development
- Manage relationships with existing clients and build and maintain trusting and collaborative relationships with new clients
- Manage and coach a small team of Business Psychologists and Assistant Business Psychologists
 - Manage the conducting of research by the team (contributing to conducting this where necessary)
- Lead and support a continuous improvement approach to ensure smooth operation of the business and exceptional service to clients
- Keep up to date and abreast of changes and developments in behavioural science, sharing knowledge and best practice and identifying opportunities for business growth

- Support the Chief Executive in the growth and direction of the business
 - Introduce Impact’s services to new and existing clients, winning new business in line with the business plan; contribute to business development activities by networking, identifying opportunities, building the BD pipeline.
 - Provide subject matter expertise for solution and proposal development including writing and contributing to tenders and pitches
 - Present at conferences and exhibitions

Person Specification

Qualifications

- Master’s Degree or above in Occupational Psychology, behavioural science or similar related discipline
- Qualified Occupational Test User: Ability and Personality with experience using a range of psychometric assessments (e.g. WAVE, OPQ, Hogan, MBTI, Watson Glaser)

Experience

- Significant experience designing and delivering business psychology/management consulting/learning and development services for senior leaders in a consulting role
- Track record of and ability to partner credibly with senior level clients e.g. C-Suite and Board Level
- Proven track record of consistently delivering high-value work to meet client needs
- Extensive experience of organisational change and transformation
- Experience of delivering consulting projects and/or managing projects in line with a client’s requirements
- Experience across several, if not all of Impact’s 4 pillars (enhancing performance, leadership development, talent assessment and development and organisational change), including:
 - Extensive experience in design and delivery of creative and innovative leadership and management development interventions
 - Experience in assessment design and delivery (e.g. work samples, assessment and development centres and individual assessment)

Skills and personal attributes

- Excellent facilitation skills
- Highly professional, collaborative approach with strong interpersonal and communication skills
- Ability to oversee multiple profitable projects across multiple clients and the ability to build trust and confidence
- Strong business acumen and experience of business development
- Skills and experience in proposal development and writing
- Commitment to ensuring inclusion and diversity issues are actively considered in all design and delivery
- Ambitious with a commitment to personal development
- A passion for learning and supporting people to achieve their potential

- Flexibility to travel (including overnight)
- Line management experience
- Strong Excel, Word and PowerPoint skills

Additional beneficial experience but not essential:

- Chartered Occupational Psychologist (or working towards chartered status)

This job description does not purport to cover the entire range of duties and responsibilities.