

Job Description

Managing Consultant/Psychologist

Hours: 37.5 hours per week, permanent contract

Salary: £45,000-£52,000 (dependent on experience)

Responsible to: Chief Executive

Responsible for: Team of Business Psychologists/Consultants

Location: Manchester, UK with national travel

Job Summary

Impact Psychology uses behavioural science to deliver evidence-based solutions, supporting organisations with talent assessment, performance improvement, change management and leadership development to achieve success.

We are looking for a Managing Consultant/Psychologist, who has a strong consultancy background in occupational psychology/learning and development/organisational development ideally with experience in health and social care environments.

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 consultants.

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 consultants
- Lead and support a continuous improvement approach to ensure smooth operation of the business and exceptional service to clients
- Seek knowledge of key trends and drivers in behavioural science and/or L&D; including market, customers, suppliers and competitors to add to project delivery
- Support the Chief Executive with the daily management of the business
- Business development, including preparing proposals and attending pitches, working closely with the Chief Executive to grow the business

Person Specification

Qualifications

- Master's Degree or above in Occupational Psychology, behavioural science or similar related discipline or Level 7 CIPD qualifications (essential)
- Chartered member or actively working towards chartership (BPS or CIPD) (desirable)
- Qualified Occupational Test User: Ability and Personality with experience using a range of psychometric assessments (e.g. WAVE, OPQ, Hogan, MBTI, Watson Glaser) (essential)
- Coaching qualification (highly desirable)

Experience

Experience in all our areas is not necessary, however the successful candidate must be able to demonstrate the following experience:

- Designing and delivering business psychology/management consulting/learning and development services for senior leaders in a consulting role
- Training and facilitation (F2F & virtual)
- Pitching for new business
- Project management skills
- Track record of and ability to partner credibly with senior level clients e.g. C-Suite and Board Level
- Research and data analysis (desirable)

Managing and developing an internal team of consultants

Skills and personal attributes

- Excellent facilitation and presentation skills, including virtual facilitation
- Highly professional, collaborative approach with strong interpersonal and communication skills
- Ability to oversee multiple projects across multiple clients and the ability to build trust and confidence
- Strong business acumen and being proactive in 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)
- Strong Excel, Word, PowerPoint skills and virtual facilitation tools (e.g. Miro, Padlet)

Benefits

- Performance related bonus
- Flexible working options – both in terms of hours and location
- 33 days holiday (including statutory), plus 1 extra day for birthday
- A strong focus on supporting your professional development

Important:

- Please note that we operate a non-smoker policy and as we are supporting staff with disabilities, we cannot accommodate a smoker on the office premises.
- Please note that you have to be eligible to work in the United Kingdom in order to be considered for this role. We are not able to sponsor any working visas.