

## Position: International Senior Consultant

Based in US and/or UK/EUR and/or Pacific Rim

### About ON THE MARK:

ON THE MARK (OTM) is a leading boutique business consultancy specialising in high-impact collaborative business transformation and organisational design. In business for 26 years with more than 400 successful organisation re-designs and business transformations completed, OTM offers businesses and governments a reliable alternative to driving and accelerating *real* change based on proactive, genuine engagement and readiness.

Our sweet spot is ensuring a business's organisation design and operating model is fit for purpose to deliver its strategy with a keen focus on aligning true cultural and behaviour change, really fast. Whether it's a post-acquisition/merger integration, the realignment of a particular part of the business, putting the customer at the centre of a business or moving from local, site-based to global, OTM delivers tangible value.

- Successfully delivered over 400 redesigns and transformations and 700 projects in total.
- Redesigned every type of business function, across most industry sectors.
- Worked in over 30 countries on five continents.
- Trained/developed over 5,000 leaders and internal change agents in OTM's unique solutions.
- Over 98% of new OTM client relationships are generated by referral.

OTM's most important points of differentiation is our unwavering commitment to real involvement of your people, taking a sustainable approach to business transformation, use of senior consulting team from start to finish, our comprehensive solution and approach to stakeholder engagement and focus on shifting deeply engrained and legacy behaviour patterns – all with the intent of helping our customers realise their desired future.

Some of our blue chip customers include Nestle, American Express, BAE Systems, Dolby, CSL Behring, National Nuclear Laboratory, and Inmarsat – just to mention a few. Operating globally – with offices in the United States (Phoenix, AZ) and United Kingdom (London) - OTM has completed transformations for every type of business function across most industry sectors, in over 30 countries on five continents.

OTM team are active members of the Organisation Design and Development professional communities around the world. The OTM Managing Principal is on the board of the European Organisation Design Forum and the Organizational Design Community and is a regular speaker at industry events.

OTM is poised for substantial growth and expansion based on our unique footprint, capabilities and history. We are looking to deliberately expand our existing markets and exploit new markets.

We are looking for talented, exceptional professionals to join our team.

## The Role:

OTM is searching for talented, exceptional and experienced Senior Consulting practitioners to successfully carry out the following key responsibility areas. The ideal candidate(s) must:

- 7 Be experienced in successfully planning and delivering three out of four of the solution sets as detailed on our [website](#).
- 7 Have deep organization design and complex change work experience both as an internal and external (ideally).
- 7 Be experienced in a variety of collaborative methodologies, masterful at process consulting and group facilitation.
- 7 Have a track record of successful business development and business winning.
- 7 Record of writing and delivering original content in our field so as to contribute to OTM IP, original content at [www.on-the-mark.com](http://www.on-the-mark.com).
- 7 Be willing to make a career choice to work in a global boutique professional services firm as an integral part of a small yet strong, capable team.
- 7 Be willing and able to travel domestically and internationally with minimal constraint up to two weeks per month on average.

The role will be responsible for their share of successful business development, leading and implementing complicated and complex transformation projects from start to finish, contributing to OTM IP and brand assets. Business development and business winning includes the generating and qualifying of leads, proposal writing and contract winning. Within OTM, generating unqualified or pre-qualified leads and brand awareness is also the responsibility of marketing.

OTM's consulting model is based on senior consultants undertaking real work from the start to the finish of an assignment, supported by a small team of colleagues, utilizing the power of collaborative approaches. OTM's consulting model is not based on a partner making a sale, then passing off to an army of junior consultants to deliver the assignment.

## Role Requirements:

### Education:

- a) Minimum of a University degree

### Deep Expertise:

Deep expertise and experience in applying three out of the 6 following solutions (As listed on our [website](#))

- a) Proactive transformation/change work (not change management).
- b) Organisation Design
- c) Various collaborative change methods
- d) Process consulting and group facilitation
- e) M&A & business integration and due diligence
- f) Leading teams and groups through decision making, problem-solving and planning

### Breadth of experience:

- a) Worked as an internal at middle to senior management level and as an external consultant.
- b) Led teams and groups.
- c) Worked across multiple industries and markets.
- d) Worked within more than one function (Strategy, Marketing, Finance, Supply Chain, HR, etc.).
- e) Worked internationally.
- f) A track record of successful business development and winning.
- g) Planned, designed and successfully delivered robust transformation engagements from start to finish delivering measurable results.

### Essential Consulting skills:

- a) Demonstrates and differentiates between the three core consulting roles of Doctor, Expert and Process; Can act competently in all three knowing which to use in a given situation;
- b) Knowing the difference between telling vs. asking.
- c) Utilizing process consultation capabilities.
- d) Masterful in group facilitation.
- e) Ability to build strong team and customer relationships and maintaining them over time.

- f) Ability to successfully and effectively work with a variety of leadership styles, temperaments and character types e.g., engineer, human services, etc.
- g) Executive presence. Confident working with Boards, Executives, Managing Directors and Senior Management teams as well as front-line staff.
- h) Ability to explain and articulate the big picture and as well as to be detailed focused.

**Business knowledge and understanding:**

- a) Deep and practical knowledge of business and business models. Able to conduct relevant conversations with C-Level executives and staff at all levels, without getting entangled in consultant or management jargon.
- b) Able to apply solid business/political understanding and judgment.

**Personal characteristics:**

- a) The spirit, vitality, courage and commitment to co-develop/co-steward our business.
- b) High emotional intelligence; healthy sense of self and self-belief.
- c) Strong belief in the collaborative approach to change based on the adage "people support what they help create".
- d) Unwavering commitment to solid work, team and colleagues and customer success.
- e) Exudes enthusiasm, consistency of commitment and effort, high willingness to get stuck in, innovate and dare to be different.
- f) Able to work in an autonomous work environment; Self-starter, driven, strong work ethic.
- g) Able to laugh, have fun and enjoy life along the way.

**Language and technology skills:**

- a) Strong computer and technical skills including MS Office, Project management and CRM products.
- b) Strong English speaking, reading and writing capabilities.
- c) Ideally bi- or multi-lingual (French, German, Spanish or Japanese preferred).

## Compensation and Benefits:

- a) Total compensation/remuneration will be competitive for the candidate based on: breadth of experience, expertise, book of business, business development objectives and demonstrable track record. Starting salary in high five figures to mid-six figures. Compensation includes both fixed and variable pay based on performance and contribution.
- b) Competitive holiday/vacation time plus regular public holidays
- c) Personal time off.
- d) Healthcare benefits (Details available on request)
- e) Flexibility, virtual working.
- f) The role can be part-time or full-time. Minimum of 50% FTE.
- g) Opportunity to become an equity owner in the business based on contribution, fit and performance.

## To Apply:

Interested candidates should send the following;

- a) No more than a two-page cover letter addressing why you are the ideal candidate in response to the success criteria and requirements as stated above.
- b) Your resume/CV (Unless already included in previous enquiry).
- c) Up to 3 professional references. They will not be contacted without your prior consent.
- d) Three work samples that highlight your know-how in three of the four solution sets identified on page 3 under Role Requirements – Expertise – Point a.
- e) Your remuneration history and expectations.

Title your email "**International Senior Consultant Role**" so that we are sure to receive it.

Send your packet to [recruiting@on-the-mark.com](mailto:recruiting@on-the-mark.com). Please no calls

## Why Join OTM?

- a) **You will get support, respect and collegiality.** You prefer support from other professionals with a similar global and professional view. You can call and talk after a hard day's work to debrief, get support or possibly get help dealing with the "parallel process" – not getting stuck in the client's dance. At OTM, you are an integral part of a supportive global team.
- b) **What about the economics?** At OTM, you can earn more, and the business can earn more collectively, with 3 or more senior practitioners working at 60% capacity (7-8 days per month) than we can with one senior practitioner working at 100% capacity (12+ days per month).
- c) What about **work-life balance?** Refer to B above and remember; when you can trust, and rely on your colleagues to handle work or develop business, it's easier to take the time for yourself.
- d) OTM has **mature office operations.** When do you find the time to invoice, set up your remote server access, deal with national or international tax issues, or address contractor agreements? No worries, OTM has the systems, processes, mechanics and vendor relationships in place to handle day-to-day business operations.
- e) **You cannot do business transformation work on your own.** You need a team of reliable, trusted and available practitioners to work with you. At OTM, we are a small, yet deeply experienced team of seasoned practitioners.
- f) Want **to leave a legacy?** When do you find time to research, innovate and/or publish? How do you make an income and write at the same time? At OTM research, publishing, presenting and developing tools and methodologies are important parts of our work.
- g) **Projects that make a real, substantive, positive difference.** Our customers consistently say that we make a positive difference that is rarely experienced by them working with other consultancies. If you desire to work in projects like that, working with OTM could be your chance. At OTM, over 90% of our business comes in from word of mouth and repeat business; stemming from being in business for over 25 years helping all of our customers be successful.
- h) **Bench strength and we have your back.** Who does business development while you're head-over-heels in your current project? At OTM, we have Principals, Senior Consultants and Marketing conducting business development while you're in the day-to-day of projects. Capable, competent, highly experienced individuals with a long track record of business winning – you are not alone.