

Position: Support Consultant

Based in US and/or UK/EUR

ON THE MARK (OTM) continues to grow, and we are looking for a Support Consultant to work on client-based projects and other initiatives. This role is home-based but will require travel on client projects and events.

Background:

ON THE MARK (OTM) is the leading global boutique consultancy specializing in high-impact collaborative organization design and operating model modernization. In business for 34 years with more than 500 successful re-designs and modernizations completed, OTM offers businesses and governments a reliable alternative to *real* transformation based on proactive, genuine engagement and readiness.

Our sweet spot is ensuring a business's organization design and operating model is fit for purpose to deliver its strategy with a keen focus on aligning true cultural and behavior change, 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 500 redesigns and over 700 projects in total.
- Redesigned every type of business function and enterprise-wide, across most industry sectors.
- Worked in over 40 countries on five continents.
- Trained/developed over 5,000 leaders and internal change agents in OTM's unique organization design solution.

OTM's most important points of differentiation is our unwavering commitment to real involvement of your people, taking a sustainable approach to operating model 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 behavior patterns – all with the intent of helping our customers realize their desired future.

Some of our customers include Nestle, American Express, BAE Systems, Dolby, CSL Behring, Seqirus, UK's National Nuclear Laboratory, Children's Miracle Network Hospitals, Medtronic, TKMax, Kingfisher, and Inmarsat – just to mention a few. OTM operates globally with offices in the United States (Phoenix, AZ) and United Kingdom (London).

Now is an excellent time to join our progressive business. You will learn rapidly, have excellent career enhancement opportunities and be an important player in a small, closely-knit team..

1.0 Role Requirements:

In this entry level position as a Support Consultant, you will become an integral member of the OTM Consulting team and travel the globe, working remotely when not on a project. You will have the unique and exciting opportunity to work with leading companies around the world and be client facing with top executives your first month on the job. You will have the chance to learn OTM proprietary business transformation methodology directly from top practitioners in the field and gain exposure to a vast range of global businesses. A Support Consultant will have to manage the project from end-to-end; starting with the initial contact with clients through to the planning and preparation of workshops and follow-up work. You will rapidly develop consulting skills on-site with clients taking on more responsibilities in workshops as you support our Senior Consultants. In time, you will have the ability to produce documentation (layout, formatting, graphics, flow & linkages) that tells both the narrative story and transformational blueprint of our customer organisations.

- ┌ A University degree or equivalent
 - ┌ Strong verbal and writing skills
 - ┌ Project management and attention to detail
 - ┌ Able to travel, including both domestic and international (up to 50-70% of the time)
 - ┌ Skilled in all Microsoft Office applications
 - ┌ Must pass both Baseline Personnel Security Standard check and UKSV SC clearance – these will be conducted during the probation period and are mandatory for this role
 - ┌ 1-3 years of organisation design experience or understanding of/training in organisation design
 - ┌ Ability to learn new technology quickly and demonstrate this within the application process
 - ┌ Well organized e.g. you will have to get involved in some administrative tasks
 - ┌ A can-do attitude and willingness to take on a variety of projects & challenges
 - ┌ You must be able to work as a team with existing Support Consultants & Senior Consultants effectively both in person and virtually
- ┌ Proficiency in VBA/SQL and ability to demonstrate application of these skills is a plus

2.0 Compensation and Benefits:

- a. Full-time role, with the ability to progress rapidly as a consultant as skills develop
- b. Competitive holiday/vacation time plus regular public holidays.
- c. Healthcare (NHS & pension contribution/US profit sharing) (Details available on request)
- d. Work entails immediate customer-facing exposure to a variety of large multinational companies at senior level
- e. Compensation includes both fixed and variable pay:
 - i. Starting fixed annual salary ranging from £40-55 GBP / \$50-70k USD

- ii. Participation in two bonus programs: Business Winning and Overall Company Performance. Can range from \$10k to \$50k in annual pay-out.
- iii. **Sign-on Bonus: Up to \$1,000 USD or £1,000 GBP**
- iv. **Finder's Fee: \$3,000 USD**
- f. Work with leading global organisation design consultants to learn the trade directly
- g. Continuous learning both culturally, academically and practically
- h. Work virtually from home and other locations when not on site delivering a client milestone
- i. The ability to travel- recent projects have taken us around the US, Canada, Australia, and over to Europe in London, Paris, Italy, Germany, and Budapest.
- j. Must successfully complete a civil and criminal background check and a three-month probation period.
- k. Self-manage personal time off working within explicitly defined conditions and parameters

4.0 To Apply:

Interested candidates should send the following:

- a. Cover Letter. Must address why you are the ideal candidate in response to the success criteria and requirements as stated above.
- b. Your resume/CV.
- c. Three work samples that should include written, illustrative/graphical, analytical and technical elements.

Incomplete applications will not be considered.

Title your email “**Support Consultant**” so that we are sure to receive it. Send your packet to recruiting@on-the-mark.com. Please no calls.