

## Position: Principal Consultant

Based in US and/or UK/EUR

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.

- 7 Successfully delivered over 500 redesigns and over 700 projects in total.
- 7 Redesigned every type of business function and enterprise-wide, across most industry sectors.
- 7 Worked in over 40 countries on five continents.
- 7 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.

### What is it like working at OTM?

The role is responsible for a share of successful networking and business development, planning and delivery of organization design projects, contributing to OTM solution improvements and brand assets.

Business development and business winning includes reaching out, representing OTM at events, qualifying of leads, proposal writing and contract winning.

OTM's consulting delivery model is based on a team of three to four team members: associate consultant, senior consultant, principal consultant and a managing consultant on projects from start to finish, working from the "process consultant" perspective utilizing the power of collaborative methods. OTM has a bias to recruiting experienced practitioners to ensure clients get maximum value and benefits from rich experience.

Please refer to the following info to give you a greater understanding of what it's like to work as part of the OTM team:

[Why Work at OTM?](#)

[Organization Design Masterclass](#)

[Modernizing Operating Models – OTM Podcast](#)

[Turning Strategy Into Action](#)

[OTM Client Case Studies](#)

## 1.0 Role Requirements:

OTM is searching for talented, exceptional, and experienced Operating Model practitioner with significant leadership experience, to successfully carry out the following key responsibilities. At a minimum, the ideal candidate(s) must bring:

- 7 Minimum of a University degree.
- 7 Demonstrated ten (10+) years' experience in leading, planning and delivering organization design solutions. This must cover an end-to-end operating model, from strategy through to implementation, beyond job design and org charts.
- 7 Advanced working knowledge and experience in organization design and delivering proactive change work using a variety of methods (not change management).
- 7 Skilled in advanced process consultation & facilitation using various collaborative methodologies (e.g. Whole Scale Change, Participative Design, Open Space, ICA TOP Methods etc). Will need to provide evidence of expertise and/or trainings successfully completed. Significant experience leading teams and groups through decision making, complex and complicated problem-solving and planning.
- 7 Experience working as both as an internal and external change agent.
- 7 Have extensive experience in successful business development and business winning including successful networking and contributing to OTM solution development and building the OTM brand awareness.
- 7 Be willing and able to travel domestically and internationally with minimal constraint up to two weeks per month on average. Ideal candidate is someone who has worked internationally and has experience in more than one industry & market.

## 1.1 Behavioural Characteristics

- 7 Self-starter, working autonomy, reliable, comfortable working virtually and collaboratively.
- 7 Able to navigate and manage highly ambiguous and contentious situations and leading teams through that.
- 7 A strong passion and commitment to deliver organization design solutions creating meaningful change. Extensive knowledge of businesses and business models.
- 7 Able to conduct relevant conversations with C-Level executives and staff at all levels, without getting entangled in consultant or management jargon.
- 7 Able to describe and differentiate 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.
- 7 Ability to demonstrate leading end-to-end client relationships and nurtured them. Able to provide practical examples.
- 7 Executive presence. Confident working with Boards, Executives, Managing Directors and Senior Management teams as well as front-line staff
- 7 Strong belief in the collaborative approach to change based on the adage "people support what they help create".

## 1.2 Technical Characteristics

- 1 Strong computer and technical skills including MS Office suite (including exceptional Excel skills), MS365 environment, Project management, and CRM products.
- 1 Strong English speaking, reading, & writing capabilities.
- 1 Demonstrated competence using online collaborative tools like Mural & Miro

## 2.0 Compensation and Benefits:

- a. Total compensation/remuneration will be competitive for the candidate based on: breadth of experience, expertise, business development objectives and demonstrable track record.
- b. Starting fixed annual salary ranging from £80-100k GBP or \$90-105k USD
- c. Must successfully complete a civil and criminal background check and a three-month probation period.
- d. Competitive holiday/vacation time plus regular public holidays. Self-manage personal time off working within explicitly defined conditions and parameters
- e. Private Health Insurance (Details available on request)
- f. Opportunity to develop into a Managing Consultant role and become an equity owner in the business based on contribution, fit and performance.
- g. UK Pension and/or US profit sharing.

## 3.0 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. Four work samples that highlight your know-how in organization design.
  - i. A planning document that demonstrates your project plans in detail.
  - ii. An excel document or spreadsheet that demonstrates your skill at analysis.
  - iii. Output from an organization design project that shows the before and after.
  - iv. Your choice...
- d. Three professional references. They will not be contacted without your prior consent.
- e. Your remuneration history and expectations.

**Incomplete applications will not be considered.**

Title your email “**Principal Consultant**” 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.