

Job Title:	Managing Consultant
Reports to:	Managing Director
Line Manager to: (give job titles and numbers only)	Regional Consulting Team
Hours & Location:	37.5 hours, home based with regular travel

Job Description:

What we expect from this role:

You will lead the growth and management of the gbpartnerships consult business in one of the company's designated regions in the UK, providing direction and development opportunities for the regional consulting team, and pleasing customers with the projects they entrust to you and your team.

What you will be required to do:

Inspire. Your responsibility is to:

- Build a high performing team to deliver the work that you and the team will sell.
- Lead the consultants in your team, inspiring the work they undertake for clients, and guiding and supporting them along the way.
- Identify and create opportunities to enable team members to grow and develop their skills and capability, coaching them as necessary to help them reach their full potential.
- Ensure an appropriate work-life balance for the team, challenging them to both grow the work they undertake for clients, as well as their enthusiasm for the job.
- Discuss and agree with each member of the team, clear annual personal objectives that will challenge their professional growth and their contributions to gbp and its customers, and to manage these through performance development plans and reviews in consultation with the Managing Director.

Lead market-making: We want to be leaders in our chosen markets and be the 'go-to' consultancy for our clients. Your responsibility is to:

- Proactively monitor market developments in your region and identify opportunities for new growth and business relationships.
- Once opportunities are identified, prioritise them and focus team activities to convert them into sales.
- Expand the company's client network and oversee the development of all client relationships in your region and personally manage key accounts.
- Develop and manage a business development / account management strategy for all your regional clients, ensuring all members of the team have an active role in developing our business with them.
- Work with the Managing Director, other Managing Consultants, the Sales and Bid Manager, and the gbp Marketing & Communications Manager, in developing and introducing new service propositions.
- Actively representing gbp and the consulting business in regional fora, conferences and networking events, seeking opportunities to speak / present wherever possible.
- Actively representing gbp and the consulting business on social networks e.g. LinkedIn, posting news, case studies, through pieces and insights.
- Work collaboratively across the Consulting business and provide bid and sales support to

other Managing Consultants when required.

- Work closely with other senior leaders of the broader gbp business to promote cross-selling and delivery opportunities wherever possible.

Oversee operational excellence: To remain current, we must deliver excellence and build on excellence. Your responsibility is to:

- Monitor the individual and collective performance of the team against agreed operational KPIs and ensure prompt corrective action as and when required.
- Promote a culture of individual and collective learning and continuous improvement.
- Quality assure the project deliverables of your team.
- Lead post-project delivery reviews with the team, implement any lessons learned and share these with the rest of the Consulting team and gbp.
- Ensure the standards, norms, processes and practices of the consulting business are appropriately followed and implemented by all members of the team.
- Identify the training and development needs of each member of your team, proposing appropriate formal training opportunities for them to the Managing Director and mentoring them in achieving their goals.
- Work with the Managing Director and other Managing Consultants in reviewing the effectiveness of the systems, processes and practices of the consulting business, and identifying and implementing opportunities for improvement.

Deliver healthy financial returns. We have an ambitious programme to grow our business and create new opportunities for the team. Your responsibility is to:

- Lead and manage the activity of your regional team as a distinct 'business unit' of the GBP consulting practice.
- Monitor and manage the profitability of your business unit, reporting on achievement against agreed KPIs and targets.
- Monitor and manage the resourcing plan for your team.
- Ensure all projects are properly planned, resourced, costed and executed.
- Ensure timely billing of all project activity, liaising as necessary with clients to ensure bills are paid on time and/or chasing outstanding debt.

Live our values and ethos: We are proud of who we are, the way we behave and what we are aspiring to be. The Compass below captures the essence of our business ethos – setting standards, delivering results for clients, developing self and others – and the core management behaviours and values we strive to demonstrate.

- Understand the importance of this ethos and these values to our business culture and embrace them in your day-to-day interaction with customers, suppliers and colleagues.
- Encourage and support your team to embrace these values and behaviours.



Key Internal & External Clients:

- Members of the Consultancy Team
- Wider gbp group divisions and the Senior Management Team
- NHS Trusts & Commissioning Organisations (ICBs, NHSE, Department of Health & Social Care)
- General Practices / Primary Care Networks
- Local Councils, Council Departments, Officers & Politicians
- Local Colleges, Universities
- Private Health & Care Providers
- NHS Property Services
- Community Health Partnerships
- Private companies / contractors
- Charities
- Others

What you will need to bring to this role:

Experience / Education:

Essential

- 10 years+ of senior management consultancy and/or industry experience, particularly in health, social care, NHS or local government.
- A master's degree or equivalent professional qualification in a management discipline (preferably in business administration, strategy, finance, project management or healthcare management), or at least 5 years of senior operational experience in one of these fields.
- Credible experience of leading complex business advisory assignments and transformation programmes, particularly ones which align with our key capabilities in strategic estates and asset management, space management, project management, feasibility / options appraisals, and business case development and implementation.
- Proven ability of delivering a financial target, generating revenue from new business opportunities and networks.
- Proven ability to support and motivate staff through the application of coaching, rather than directing, skills.
- An effective leader and team player, who can demonstrate to clients and the team the qualities that we expect for this role: high energy, self-motivation, and an ability to quickly adapt to the demands of our marketplace.
- Proven ability of managing key client accounts.
- Experience of managing multi-disciplinary professional teams.
- Experience of working at / with chief officer and board management level.
- Confident speaker and presenter in both large and small conference settings.
- Demonstrated ability to use social media tools to generate new contacts and new business.
- Inquisitive approach to project management and problem solving.
- Proven ability to manage complex projects profitably.
- Proven ability to manage the demands of concurrent multiple projects and team resources.
- Excellent verbal and written communication skills.
- Highly numerate with strong financial skills and/or knowledge of project finance / accounting.
- Strong computer skills with advanced proficiency in the use of Microsoft Office applications particularly, Excel, PowerPoint, Word and Project Management.

Desirable

- Knowledge of the structure, practices and workings of the NHS or local government sectors.
- A Business Case qualification, Healthcare Planning qualification and/or Project Management qualification.

Skills / Attributes:

People:

- Proven ability to support and motivate staff through the application of coaching, rather than directing, skills.
- An effective leader and team player, who can demonstrate to clients and the team the qualities that we expect for this role: high energy, self-motivation, and an ability to quickly adapt to the demands of our marketplace.

Sales / Business Development / Communication & Engagement:

- Proven ability of generating revenue from new business opportunities.
- Proven ability of managing key client accounts.
- Excellent verbal and written communication skills.
- Confident speaker and presenter in both large and small conference settings.
- Demonstrated ability to use social media tools to generate new contacts and new business.

Efficient and Effective Project Management:

- Inquisitive approach to project management and problem solving.
- Proven ability to manage complex projects profitably.
- Proven ability to manage the demands of concurrent multiple projects and team resources.

Technical:

- Highly numerate with strong financial skills and/or knowledge of project finance / accounting.
- Strong computer skills with advanced proficiency in the use of Microsoft Office applications particularly, Excel, PowerPoint, Word and Project Management.

Other Considerations: (i.e., required to travel)

A lot of our activity can be delivered remotely, and home-based working is normal practice. However, based on the nature of the projects he/she is assigned to, and the location of our clients, the incumbent will be required to:

- Undertake regular weekly travel, both locally and nationally.
- Reside in hotels for one or more nights on a regular (possibly weekly) basis.
- Own / drive a car.
- Be based in more than one venue and work from home as required.

Job Holder Signed:

Date: