

More Partnership

Role Profile: Consulting Partner

June 2021

More

EXPERIENCE AND ATTRIBUTES

Senior consultants have major responsibility and accountability for the business's success and impact with our clients. This usually includes playing a direct role in generating income through a combination of client work, winning new business, developing new income streams.

You can expect a competitive salary, on a scale from £60k to c. £100k. Consulting partners at More work from home, and are supported (with advice and resources) with this. We also operate flexible working hours, with consultants managing their workloads and company commitments in the way that suits them best. Annual leave of five weeks per year (in addition to public holidays) and the option to join our contributory pension scheme complete the employment package. Most importantly, however, you will have the opportunity to join a dynamic, inclusive community of peers, where learning and growth are prized and fundamental to everything we do.

Our Senior Partners typically:

- Are confident and empathetic leaders and communicators, able to take people with them and inspire trust and commitment amongst clients and across the More community.
- Have a deep understanding of the competences, activities and outcomes involved in working with clients, and maintain a positive high profile externally.
- Lead the planning and execution of large, complex client and company projects – and / or those that require deep specialist knowledge.
- Are responsible for ensuring that client work, and proposed work, are of a consistently high quality.
- Are highly skilled at building and managing long-term client relationships and spend effective time winning client work.
- Play a leading role in key aspects of running of the company (which may include business development), sharing senior management experience with a view to demonstrably improving company performance.
- Have experience of designing and managing organisational change successfully, balancing sensitivity and inclusivity with an approach that is pragmatic and delivers results
- Are highly commercially aware and literate, with experience of business and financial management, including managing high level risks
- Are effective leaders of teams with strong strategic and organisational skills.
- Take the lead in solving problems and meeting challenges, including having difficult conversations and exemplifying a mature approach.
- Are experienced in designing and executing strategic plans in ways that include, inspire, engage and empower people.
- Maintain a focus on objectives and outcomes – are determined drivers of progress.
- Are familiar with key aspects of employment law and good practice in human resources and have experience of working within these guidelines to review, motivate and support high performance.
- Take a proactive approach to their own learning, keeping up with developments in relevant fields, and actively supporting the learning of others.
- Are proficient users of MS Office packages and adapt confidently to using different IT systems.

SKILLS AND BEHAVIOURS

Emotional intelligence: Building and managing relationships is central to the work More Partners do. It is something they enjoy and are often naturally skilled at. Self-aware and comfortable in their own skin, they can demonstrate an attitude towards others that is both personable and flexible.

Collaborative mindset: Because they value different perspectives and a breadth of experiences, More Partners seek to consult and collaborate and to make the most of team work, contributing effectively themselves and bringing out the best in others.

Leadership: Making change happen requires ambition, energy, and gravitas. Whether with clients or within the firm, More Partners are often inspirational to others. They work to develop the authority, wisdom and persuasiveness of talented leaders.

Strategic flair: More Partners have the ability to take a panoramic view of an issue, see where the biggest impact can be made and be clear about the steps – big and small – that will get us there. They are mindful of the long term and understand how to deliver lasting change

Global & cultural intelligence: More Partners are sensitive to the perspectives of those who work in sectors, cultures and regions different from their own and are interested by them. They are alert to the possible limitations of their own experience and comfortable working across boundaries, adapting their approach as required.

Industry expertise: More Partners are deeply experienced in fundraising and related advancement disciplines. They can talk about the broad principles and philosophy of fundraising and equally engage in the details. They also understand the nature of the role of consultant within the sector.

Analytical capability: Collecting, manipulating, and interpreting information is at the heart of the work we do. More Partners have the capability to bring lucidity and clear, incisive thinking to complex material, whether qualitative or quantitative.

Teaching & coaching abilities: More Partners work with and through the client. Their ability to listen actively and ask the right questions, combined with their deep knowledge of the needs of the fundraising workforce, place them a strong position to help people grow in their roles.

Communication skills: More Partners strive to be precise in expressing their thinking both orally and in writing to others, using language carefully and adapting it to different styles of engagement. They tend to think before they speak, considering the impact of what they say.

Project management: The nature of More consulting and company projects requires focus, discipline and a methodical approach. More Partners are proficient at providing and following a structure for working with colleagues and clients.