ON THE MARK

Position: Experienced Organization Design Consultant

1.0 About ON THE MARK:

ON THE MARK (OTM) is the leading global boutique consultancy specializing in high-impact collaborative organization design and operating model modernization. In business for 32+ years with more than 450 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 450 redesigns and over 700 projects in total.
- Redesigned every type of business function and enterprise-wide, across most industry sectors.
- Worked in over 35 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).

The OTM team are expected to be active members of industry professional communities around the world. The OTM Team participate in Organization Design Forum (US), the European Organisation Design Forum, the STS Roundtable and the Organizational Design Community to highlight a few. All OTM team members are expected to contribute to marketing and business generation through delivering webinars, blogs and articles, present at industry events, etc.

ON THE MARK

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

2.0 Role Requirements:

OTM is searching for talented, exceptional, and experienced Organization Design practitioner to successfully carry out the following key responsibilities. At a minimum, the ideal candidate(s) must bring:

- Minimum of a University degree.

- Demonstrated five to seven (5-7) years' experience in planning and delivering organization design solutions. Beyond changing organization charts.

- Practical working knowledge and experience in organization design.

- Practical working knowledge and experience delivering change work. Proactive change work (not change management).

- Skilled in fundamental facilitation skills. Will need to provide evidence of expertise and/or trainings successfully completed. Leading teams and groups through decision making, problem-solving and planning.

- Experience working as both as an internal and external change agent. (Internal = HR, Lean, OD, Finance, Operations, etc. and external = consultant).

- Skilled in 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.

- Skilled in process consultation.

- Have some experience of successful business development and business winning.

- Experience in conducting marketing and business generation activities including writing blogs and articles, delivering webinars, presentations, and content in our field.

- Be willing to make a career choice to work in a global boutique professional services firm as an integral part of a small, international yet strong, capable team.

- Be willing and able to travel domestically and internationally with minimal constraint up to two weeks per month on average.

- Demonstrated competence using technology and full suite of MS Office software and working in a MS365 SharePoint environment.

- Technology savvy.

- Self-starter, working autonomy, reliable, comfortable working virtually and collaboratively.

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

Business development and business winning includes reaching out, attending events in the evening and weekends, qualifying of leads, proposal writing and contract winning.

ON THE MARK

OTM's consulting delivery model is based on a team of three: support consultant, organization design consultant working alongside senior consultants on projects from start to finish, working from the "process consultant" perspective 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.

2.1 Passion, Experience and Expertise:

The ideal candidate has a passion for doing Organization Design work and brings to OTM:

- Worked as an internal change agent and as an external consultant.
- Led small teams and groups.
- Worked in more than one industry and markets.
- Worked within more than one function (Strategy, Marketing, Finance, Supply Chain, HR, etc.).
- Worked internationally.
- Some experience of successful networking, presenting, business development and winning.

2.2 Essential Consulting Skills:

- 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.
- Knows the difference between telling vs. asking.
- Utilizing process consultation capabilities.
- Proven expertise in group facilitation.
- Ability to build strong customer and team relationships maintaining them over time.
- Ability to successfully and effectively work with a variety of leadership styles, temperaments, and character types e.g., engineer, human services, creative, etc.
- Executive presence. Confident working with Boards, Executives, Managing Directors and Senior Management teams as well as front-line staff working the night shift.
- Ability to explain and articulate the big picture and as well as to be detailed focused.

2.3 Business Knowledge and Understanding:

- 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.
- Able to recite and discuss your organization design experience in pragmatic business terms.
- Able to apply solid business/political understanding and judgment.

2.4 Required Personal Characteristics:

- The spirit, vitality, and courage to work with a diverse team of consulting professionals.
- A strong passion and commitment to deliver organization design solutions.
- High willingness to learn from some of the best organization design practitioners.
- High motivation to strengthen and add to your understanding of organization design.
- High emotional intelligence; healthy sense of self and self-belief.
- Strong belief in the collaborative approach to change based on the adage "people support what they help create".
- Unwavering commitment to supporting and helping your OTM colleagues as well as customer success.
- Exudes enthusiasm, consistency of commitment and effort, high willingness to get stuck in, innovate and dare to be different.
- Able to work in an autonomous work environment; Self-starter, driven, strong work ethic.
- Able to laugh, have fun and enjoy life along the way.

2.5 Language and Technology Skills:

- Strong computer and technical skills including MS Office suite, MS365 environment, Project management, and CRM products.
- Strong English speaking, reading, and writing capabilities.
- Exceptional excel skills.
- Ideally bi- or multi-lingual.

3.0 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. Compensation includes both fixed and variable pay:

    i. Starting fixed annual salary ranging from £60-75k GBP or $65-80k USD

    ii. Participation in two bonus programs: Business Winning and Overall Company Performance. Can range from $10k to $50k in annual payout.

    iii. **Sign-on Bonus: Up to $2,000 USD or £2,000 GBP**

    iv. **Finder's Fee: $1,000 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.

e. Self-manage personal time off working within explicitly defined conditions and parameters

f. Healthcare benefits (Details available on request)

g. Flexibility, virtual working.

h. Travel and see the world.

i. The role can be part-time or full-time. Minimum of 50% FTE.

j. Opportunity to develop into a Senior Consultant role and become an equity owner in the business based on contribution, fit and performance.

k. UK Pension and/or US profit sharing.

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. 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 **"Organization Design Consultant"** so that we are sure to receive it.

Send your packet to **recruiting@on-the-mark.com**. Please no calls.