

Position: Organization Design Consultant

Based in US and/or UK/EUR

About ON THE MARK:

ON THE MARK (OTM) is a leading boutique business consultancy specialising in high-impact collaborative business transformation and organisational design. In business for 26 years with more than 400 successful organisation re-designs and business transformations completed, OTM offers businesses and governments a reliable alternative to driving and accelerating *real* change based on proactive, genuine engagement and readiness.

Our sweet spot is ensuring a business's organisation design and operating model is fit for purpose to deliver its strategy with a keen focus on aligning true cultural and behaviour change, really 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 400 redesigns and transformations and 700 projects in total.
- Redesigned every type of business function, 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 solutions.
- Over 90% of new OTM client relationships are generated by referral.

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

Some of our blue chip customers include Nestle, American Express, BAE Systems, Dolby, CSL Behring, National Nuclear Laboratory, and Inmarsat – just to mention a few. Operating globally – with offices in the United States (Phoenix, AZ) and United Kingdom (London) - OTM has completed transformations for every type of business function across most industry sectors, in over 30 countries on five continents.

OTM team are active members of the Organisation Design and Development professional communities around the world. The OTM Managing Principal is on the board of the European Organisation Design Forum and the Organizational Design Community and is a regular speaker at industry events.

OTM is poised for substantial growth and expansion based on our unique footprint, capabilities and history. We are looking to deliberately expand our existing markets and exploit new markets.

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

The Role:

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

- ┌ Three years' experience in planning and delivery of organization design solutions.
- ┌ Practical working knowledge of organization design and complex change work.
- ┌ Experience working as both as an internal and external change agent. (Internal = HR, Lean, OD, Finance, Operations, etc. and external = consultant).
- ┌ Have been trained and some experience in using two-to-three collaborative methodologies.
- ┌ Trained and confident at group facilitation and process consulting.
- ┌ Have some experience of successful business development and business winning.
- ┌ Record of writing and delivering content in our field so as to contribute to OTM IP, original content at www.on-the-mark.com.
- ┌ 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.
- ┌ Competent using technology and full suite of MS Office software and working in a Sharepoint environment.
- ┌ Self-starter, 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.

OTM's consulting delivery model is based on teams of support consultants and consultants, 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.

Role Requirements:

Education:

- a) Minimum of a relevant University degree.

Passion, Experience and Expertise:

The ideal candidate has a passion for doing Organization Design work. Practical working knowledge and moderate experience in organization design. Experience includes:

- a) Proactive transformation/change work (not change management).

- b) Organisation Design
- c) Various collaborative change methods
- d) Process consulting and group facilitation
- e) M&A & business integration and due diligence
- f) Leading teams and groups through decision making, problem-solving and planning

Breadth of experience:

- a) Worked as an internal change agent and as an external consultant.
- b) Led small teams and groups.
- c) Worked across more than one industries and markets.
- d) Worked within more than one function (Strategy, Marketing, Finance, Supply Chain, HR, etc.).
- e) Ideally worked internationally.
- f) Some experience of successful networking, presenting, business development and winning.

Essential Consulting skills:

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

Business knowledge and understanding:

- a) 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.
- b) Able to apply solid business/political understanding and judgment.

Personal characteristics:

- a) The spirit, vitality, courage and commitment to work with a diverse team of consulting professionals.
- b) High emotional intelligence; healthy sense of self and self-belief.
- c) Strong belief in the collaborative approach to change based on the adage "people support what they help create".
- d) Unwavering commitment to solid work, team and colleagues and customer success.
- e) Exudes enthusiasm, consistency of commitment and effort, high willingness to get stuck in, innovate and dare to be different.
- f) Able to work in an autonomous work environment; Self-starter, driven, strong work ethic.
- g) Able to laugh, have fun and enjoy life along the way.

Language and technology skills:

- a) Strong computer and technical skills including MS Office, Project management, Sharepoint work environment and CRM products.
- b) Strong English speaking, reading and writing capabilities.
- c) Ideally bi- or multi-lingual (French, German, Spanish, UK English ☺).

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) Competitive starting salary ranging from 60k-80k fixed. Compensation includes both fixed and variable pay based on performance and contribution.
- c) Paid out 1,000 USD/GBP sign-on bonus paid out after successful completion of the three-month probation period.
- d) Competitive holiday/vacation time plus regular public holidays.
- e) Personal time off.
- f) Healthcare benefits (Details available on request)
- g) Flexibility, virtual working.
- h) The role can be part-time or full-time. Minimum of 50% FTE.
- i) Opportunity to develop into a Senior Consultant role and become an equity owner in the business based on contribution, fit and performance.
- j) Pension and/or profit sharing (UK/US).

To Apply:

Interested candidates should send the following;

- a) No more than a two-page cover letter addressing 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 highlight your know-how in organization design.
- 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 "**Consultant Role**" so that we are sure to receive it.

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