

Position: International Senior Consultant

Based in US and/or UK/EUR

OTM is hiring experienced, ambitious & commercially-driven Senior Consultants

About OTM:

ON THE MARK (OTM) is a leading boutique business consultancy specialising in high-impact collaborative organisational design business transformation. In business for 27 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* transformation based on proactive, genuine engagement, participation and readiness.

Our sweet spot is ensuring a business's operating model is fit for purpose to deliver its strategy with a keen focus on aligning true cultural and behaviour change, real fast. Whether it's a post-acquisition/merger integration, the realignment of a part of a 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 400 redesigns and transformations and 700 projects in total.
- 7 Redesigned every type of business function, across most industry sectors.
- 7 Worked in over 30 countries on five continents.
- 7 Trained/developed over 5,000 leaders and internal change agents in OTM's unique solutions.
- 7 Over 98% 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, Fitbit, UK's 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 senior professionals to join our team.

The Role and Requirements:

OTM is searching for talented, exceptional and experienced Senior Consulting practitioners to successfully carry out the following key responsibility areas. The ideal candidate(s) must have a proven, demonstrable track record in:

- 7 Successful planning and delivering of organization designs and/or modernizing operating models for an entire enterprise, BU's or Functions or departments.
- 7 Doing substantive change work both as an internal and external (ideally). Can meaningfully discuss the difference between change management and change readiness.
- 7 Training in and use of a variety of collaborative methodologies. E.g., Whole-scale change, Participative Design, Search Conference, Brief Strategic Change, etc.
- 7 Masterful at process consultation/group facilitation. E.g., Schein, Swartz, TOP methods, etc.
- 7 Successful business development/winning. Able to bring client base and/or network to OTM.
- 7 Build lasting mutually-beneficial customer relationships with C-level execs, senior and front-line staff. Executive presence a must.
- 7 Able to plan, lead and execute complex and complicated projects. Able to do real work.
- 7 Record of writing and delivering original content in our field. Willingness to contribute to OTM IP, original content at www.on-the-mark.com.
- 7 Desiring to make a career choice to work in a global boutique professional services firm as an integral part of a small, cohesive, strong, capable team.
- 7 Willing and able to travel domestically and internationally with minimal constraint up to two weeks per month on average.
- 7 Commercial experience a huge plus working both as an internal and external.
- 7 Work in culturally diverse, global environments. Bi-lingual skills a plus.

The role is responsible for successful business winning (4x their total comp package), planning, leading and implementing complicated and complex transformation projects from start to finish, contributing to OTM IP and brand assets. Business development/winning includes generating and qualifying of leads, proposal writing and contract winning. OTM invests significant resources into marketing.

OTM's consulting model is based on senior consultants undertaking real work from the start to the finish of an assignment, supported by a small team of colleagues, 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 (Continued):

Education: Minimum of a University degree (no exceptions).

Proven experience and expertise: You'll be required to demonstrate your experience.

Breadth of experience:

- a) Worked as an internal at middle to senior management level and as an external consultant.
- b) Led teams and groups.
- c) Worked across multiple industries and markets.
- d) Worked within more than one function (Strategy, Marketing, Finance, Supply Chain, HR, etc.).
- e) Worked internationally.
- f) A track record of successful business development and winning.
- g) Planned, designed and successfully delivered robust transformation engagements from start to finish delivering measurable results.

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) Masterful in group facilitation.
- e) Ability to build strong team and 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.
- h) Ability to explain and articulate the big picture and as well as to be detailed focused.

Business knowledge and understanding:

- a) Deep and 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 co-develop/co-steward our business.
- 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 and CRM products.
- b) Know the MS 365 environment.
- c) Strong English speaking, reading and writing capabilities.
- d) A huge plus to be bi- or multi-lingual.

Compensation and Benefits:

- a) Total compensation/remuneration will be competitive for the candidate based on: breadth of experience, expertise, book of business, business development objectives and demonstrable track record. Compensation is based on experience and track record. Includes both fixed and variable pay based on performance and contribution.
- b) Finder's Fee: \$1,000 USD
- c) Sign-on Bonus TBD
- 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 become an equity owner in the business based on contribution, fit and performance.

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 (Unless already included in previous enquiry).
- c) Up to 3 professional references. They will not be contacted without your prior consent.
- d) Three work samples that highlight your experience and expertise.
- e) Your remuneration history and expectations.

Title your email "**International Senior Consultant Role**" so that we are sure to receive it.

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

Why Join OTM?

- a) **You will get support, respect and collegiality.** You prefer support from other professionals with a similar global and professional view. You can call and talk after a hard day's work to debrief, get support or possibly get help dealing with the "parallel process" – not getting stuck in the client's dance. At OTM, you are an integral part of a supportive global team.
- b) **What about the economics?** At OTM, you can earn more, and the business can earn more collectively, with 3 or more senior practitioners working at 60% capacity (7-8 days per month) than we can with one senior practitioner working at 100% capacity (12+ days per month).
- c) What about **work-life balance?** Refer to B above and remember; when you can trust, and rely on your colleagues to handle work or develop business, it's easier to take the time for yourself.
- d) OTM has **mature office operations.** When do you find the time to invoice, set up your remote server access, deal with national or international tax issues, or address contractor agreements? No worries, OTM has the systems, processes, mechanics and vendor relationships in place to handle day-to-day business operations.
- e) **You cannot do business transformation work on your own.** You need a team of reliable, trusted and available practitioners to work with you. At OTM, we are a small, yet deeply experienced team of seasoned practitioners.
- f) Want **to leave a legacy?** When do you find time to research, innovate and/or publish? How do you make an income and write at the same time? At OTM research, publishing, presenting and developing tools and methodologies are important parts of our work.
- g) **Projects that make a real, substantive, positive difference.** Our customers consistently say that we make a positive difference that is rarely experienced by them working with other consultancies. If you desire to work in projects like that, working with OTM could be your chance. At OTM, over 90% of our business comes in from word of mouth and repeat business; stemming from being in business for over 25 years helping all of our customers be successful.
- h) **Bench strength and we have your back.** Who does business development while you're head-over-heels in your current project? At OTM, we have Principals, Senior Consultants and Marketing conducting business development while you're in the day-to-day of projects. Capable, competent, highly experienced individuals with a long track record of business winning – you are not alone.