

Why Partners in Change

At Partners in Change we're almost halfway through our third year. Our mission is simple: to provide flexible, value-adding support to organisations of all shapes and sizes in their delivery of complex change: we work right across the lifecycle, from the conversion of strategy into a portfolio of change action, through to the realisation of benefits and establishment of sustainable change on the ground; and we work from top to bottom of the organisation. From the start we've delivered great work for our clients, attracting excellent feedback.

We continue to face into growing demand for our support, with three drivers very evident: the exceptional blend of experience and quality our delivery partners bring; a flexible delivery and commercial model that offers great value and affordability; and the unique way we build mutually beneficial partnerships with our customers.

Overall role purpose

As part of PiC's delivery management team, we are looking for a Consulting Director to lead the development of PiC's offer and proposition in the Digital space within the broader context of Transformation, Change and Change Delivery, in line with the continuing, manageable, and sustainable growth of the business.

This role is new and the role holder will help us shape and define our Digital offer so that it is relevant to the market in the scope of PiC's wider change offer, and will then actively lead and champion the development, promotion, sale, delivery and evolution of the offer as part of our successful, motivated and growing business.

Role content:

- Definition and development of the PiC Offer, Product and Service in the Digital space, with respect to transformation and change.
- Ongoing management of the offer, including market scanning and maintain currency of awareness of developments in the Digital space.
- Leadership, co-ordination, and active engagement in the marketing, promotion and sales of the offer.
- Internal promotion and awareness of the offer, and support for upskilling of the team.
- Leadership and support of Digital related delivery.
- Support for recruitment in the digital space.
- Wider business management and development.

Role accountabilities and outcomes

The role holder will have the following accountabilities and target outcomes:

- Development of the Digital offer consistent with continuing in-scope business growth.
- Client acquisition, particularly regarding digital change and delivery.
- Client sales, particularly regarding digital change and delivery, to help grow revenue.
- Client delivery, and QA/oversight in the digital space, ensuring quality delivery for our clients and consequent profitable revenue, references, credentials and experiential collateral.
- Collateral and marketing development relating to digital transformation, change and delivery, to support promotion, pre-sales, and general brand awareness and profile raising.
- Capability development: helping us develop our delivery strength in this space, both directly and indirectly consistent with our wider operating model and ecosystem.
- Participation in the wider management of the business, supporting the realisation of the operating model and growth and delivery of the PiC brand.
- Their own ongoing development.

Key relationships

The role holder will form part of the Delivery Management team, along with other Directors and Sales Leads, and will have the following relationships:

- With the functional leads, they will support the development of the service through its full lifecycle, and the development of our capability to deliver and grow the service.
- They will develop and lead client relationships.
- They will manage partner associates and consultants in client delivery.
- They will leverage all other PiC assets and capabilities, and contribute to the development of those assets and capabilities.
- They will support ongoing development of the PiC community.
- They will report in to one of the Company owners.

What we are looking for

In terms of technical skills and experience, you will have:

- Expertise and experience in a range of Digital solutions and associated delivery approaches and methods.
- Deep knowledge of the technical aspects of digital change.
- Deep knowledge of the business aspects of digital change.
- Ability to articulate and document digital solutions in the context of client challenges and opportunities, relating Digital solutions to business processes and associated outcomes, and business performance and competitiveness.
- Expertise in consulting to a client's problem right across the delivery lifecycle from strategy, through definition and scoping, delivery, and onto benefit realisation.
- Problem solving and analysis skills.
- Very good communication and inter-personal skills.

In terms of style, you will be:

- Aligned with the PiC brand values as articulated on our website.
- A clear and inspiring leader and communicator.
- Enthusiastic and energetic.
- Persistent and tenacious.
- Compelling with gravitas.
- A team player and collaborator.
- Able to lead, shape and coalesce support within a loose organisational structure with few formal lines of control.

Our package

- Base salary plus bonus, OTE £120K – £170K pa.
- Flexible leave up to 30 days, plus public holidays.
- Private healthcare.
- Pension scheme.

Our selection process

- PiC will run an internally managed process to recruit the Consulting Director - Digital. This will be a two-stage process of interview first, then, for short-listed candidates, an assessment exercise and a further related interview to follow.