

# Consultant

## Job Description

The Generalist Consulting community at BCS consists of Management Consultants at Analyst, Associate Consultant and Consultant grade. Hiring across this group is managed by Recruitment with the number of hires defined by business demand.

The set of responsibilities and capabilities below outline what is expected across each level and are in keeping with the job capability framework that is the foundation for performance management at BCS.

If you are considering applying, please make sure your Line Manager has been informed.

## Consultant

### Core Responsibilities

- Acts as an ambassador for the firm and always enhances the BCS reputation for quality client delivery
- Generates revenue through high personal utilisation at a rate which is consistent for the grade
- Leads tasks and workstreams for clients, taking responsibility for successful outcomes and working autonomously
- Provides direction, guidance and support to A and AC team members, where appropriate
- Generates opportunities for pull through revenue by delivering high quality work and cultivating positive client relationships
- Supports the development of proposition and pitch documents, where appropriate
- Contributes to the evolution of the consulting business by making a material contribution to the development of;
  - Thought leadership
  - Internal knowledge collateral
  - Sales materials and client propositions
  - Tools and methods to aid client delivery

### Commercial Awareness

- Builds strong trusting relationships with both direct and indirect client stakeholders
- Understands and can articulate BCS propositions and services to clients
- Identifies new business opportunities associated with their current project
- Understands the commercial and business environment in which BCS operates
- Understands BCS pricing structure and the contractual obligations that BCS has with its clients and how their projects contribute to the success of the company
- Anticipates and proactively escalates risks and issues in an appropriate manner which could impact BCS's commercial success

### Communication Skills

- Communicates with clarity and confidence at all times and facilitates client meetings and workshops in a professional manner
- Communicates with impact and in a way that has a positive impact on others
- Is an active and attentive listener
- Produces high quality written documents and provides guidance for others on how to structure complex arguments and concept
- Is a competent and confident presenter, capable of explaining complex concepts to a range of stakeholders

### Project Delivery Skills

- Understands complex problems and concepts and can explain them to others
- Draws insightful conclusions from available data, leveraging their own experience and knowledge
- Clearly articulates assumptions underpinning conclusions and recommendations
- Is comfortable dealing with ambiguity and solving complex problems
- Manages own tasks effectively and oversees the deliverables of others, supporting and guiding their delivery
- Reports on status and progress of tasks and proactively manages project risks and issues, providing solution options as well as escalation
- Is able to independently manage client projects and delivers to a high standard
- Builds and manages project plans for small projects and workstreams
- Understands the BCS Engagement Process and project delivery method and employs it on a day to day basis

### Leadership and Knowledge / Expertise

- Proactively manages their own career, identifying and pursuing personal development opportunities
- Is proactive in seeking greater responsibility and opportunities to add value
- Actively supports and mentors A and AC members of staff
- Leads by example and willingly supports others
- Possesses and demonstrates good basic people management skills
- Understands the Company's Service Line propositions through participating in the Rotation Programme and can articulate them appropriately to clients

- Possesses a good understanding of the products, services and business models of our Banking and Capital Markets clients
- Possesses an introductory understanding of the operating models, processes and business architectures of our Banking and Capital Markets clients

Is a mature and capable management consultant with significant and relevant consulting skills and experience



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