

Associate Consultant

Job Description

Recruitment

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.

Associate 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
- Contributes to the delivery of client projects by successfully managing tasks and sub-workstreams with a high degree of autonomy
- Generates opportunities for pull through revenue by delivering high quality work and cultivating positive client relationships
- Contributes to the evolution of the consulting business by supporting more senior staff in developing;
 - Thought leadership
 - Internal knowledge collateral
 - Sales materials and client propositions
 - Tools and methods to aid client delivery

Commercial Awareness

- Builds personal credibility and strong collaborative relationships with their client peers
- Provides administrative, documentation, data analysis or research support services either directly to the client or to BCS Consultants
- Understands and can articulate BCS propositions and services
- Understands BCS pricing structure and the commercial objectives of the company
- Anticipates risks and issues which could impact BCS's commercial success
- Contributes to the creation and maintenance of BCS Intellectual Property and actively participate in BCS internal forums to share knowledge
- Manages small projects ensuring successful delivery against client expectations and the associated management and control of project resources (including equipment, costs and personnel)

Communication Skills

- Communicates with clarity and confidence and facilitates client meetings in a professional manner
- Is an active and attentive listener
- Communicates in a way that has a positive impact on others
- Structures complex arguments and concepts into high quality written documents and presentational materials
- Is able to deliver presentations to small groups of people, including clients

Project Delivery Skills

- Understands complex problems and concepts and can explain them to others
- Shows significant skill in analysing large volumes of complex information to inform recommendations and conclusions
- Autonomously manages multiple tasks and deliverables assigned to them, ensuring timely completion of high-quality output
- Delivers against plans, reporting on status and progress appropriately
- Reports on status and progress of tasks appropriately and escalates risks and issues in a timely manner
- 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 identifies and pursues personal development opportunities
- Is proactive in seeking greater responsibility and opportunities to add value
- Understands the Company's Service Line propositions through participating in the Rotation Programme and can articulate them clearly
- Possesses an introductory understanding of the products, services and business models of our Banking and Capital Markets clients
- Possesses the core set of fundamental consulting skills

'BCS Consulting is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates from all sectors of the community. Disabled applicants are invited to make contact with us to establish any additional support required during the recruitment process'.



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