

Grade Definitions

Partner: Partners are expected to be acknowledged experts in at least one function, capability and/or industry and have extensive experience of leading major and/or complex projects.

Activities are likely to include but are not limited to:

- being accountable for overall project delivery and overseeing knowledge transfer to customer
- bringing innovative strategic insight and best practice
- applying relevant private and public sector knowledge including policy and political issues
- delivering results that meet or exceed customer expectations
- developing strong customer relationships with senior stakeholders

Someone working at this grade would typically be expected to have over ten years relevant experience.

Managing Consultant / Director: Managing Consultants / Directors are expected to have deep expertise in at least one function, capability and/or industry and perform a wide range of leadership responsibilities.

Activities are likely to include but are not limited to:

- providing leadership to the project team and the customer
- reviewing and improving the project team's recommendations
- providing relevant thought leadership and expertise to the customer
- forming strong working relationships with customer stakeholders

Someone working at this grade would typically have over eight years relevant experience.

Principal Consultant / Associate Director: Principal Consultants / Associate Directors are expected to have specialised knowledge of a function, capability and/or industry and be responsible for providing leadership both internally for the project team and when interfacing with the customer.

Activities are likely to include but are not limited to:

- designing the project structure
- providing leadership and coaching to internal project team members
- contributing to the development of customer-facing presentations
- leading on the delivery of presentation of recommendations to customer stakeholders

Someone working at this grade would typically have between seven and eight years relevant experience.

Senior Consultant / Engagement Manager / Project Lead: Senior Consultants / Engagement Manager / Project Leads are expected to have specialised knowledge of a function, capability and/or industry and be responsible for managing several or all components of a project.

Activities are likely to include but are not limited to:

- managing the project across multiple workstreams
- prioritising the team's workload
- bringing together the team's inputs into coherent recommendations
- engaging customer stakeholders including presenting recommendations

Someone working at this grade would typically have between five and six years relevant experience.

Consultant: Consultants are expected to have knowledge of a function, capability and/or industry and be responsible for larger and/or more complex components of a project. They would have strong analytical skills, along with excellent verbal, written and presentation skills.

Activities are likely to include but are not limited to:

- analysing and modelling data
- drawing out high quality insights
- creating slides to present recommendations
- meeting with customer stakeholders to understand their issues

Someone working at this grade would typically have between two and four years relevant experience.

Analyst / Junior Consultant: Analysts / Junior Consultants are expected to be responsible for a specific component of a project and have good analytical and communication skills.

Activities are likely to include but are not limited to:

- identifying and researching information sources
- gathering and interpreting data
- executing qualitative and quantitative analysis
- interacting with customer stakeholders

Someone working at this grade would typically have up to two years relevant experience.