

Consultant

Job summary

An opportunity to fast-track your career in management consulting as part of the consulting team at April Strategy, as we expand our business through the implementation of a three-year growth plan.

About April Strategy

Founded in 2004, April Strategy is a boutique management consulting firm that specialises in sharpening strategy, proposition development, accelerating change and improving client capability. We operate globally, with a growing operation in the Middle East to complement our UK and European work. What sets April apart is our hands-on, collaborative way of working with one another and with clients.

We have doubled in size over the past three years and want to do it again over the coming three years. As we grow, we need to expand our team. After the recent recruitment of two new Partners, we are now looking to recruit more consultants who will join the existing team in the collaborative delivery of client work.

We are a virtual firm, so the role is home-based. However, we do meet face-to-face at least one day a month, usually in London. This is a full-time role.

Responsibilities and duties

Core responsibilities of the position

- Support the delivery of consulting projects – working closely with Partners and Consultants. This will include meeting preparation, desk research, analysis, contribution to project thinking, production of key documents
- Supporting the building of enduring relationships with key clients – under supervision of Partners
- Assist on new business development – developing marketing materials and organising meetings / events
- Assist on capture and codification of April IP as we evolve and build our playbooks

Day-to-day activities of the position

- Working closely with Partners and Consultants as part of client project teams. This will involve helping to define and manage workstreams, to take responsibility for some workstreams and to manage / assure quality of client deliverables
- Early direct client involvement at all levels – in meetings and workshops, contributing to the design and facilitation of these interactions and quickly learning the ‘April way’ of appreciative, collaborative client relationship building

How the position fits into the organisation

The Consultant will report to one of the Managing Partners for overall development and will be accountable day-to-day to project leads (Partners and/or more senior Consultants).

Our expectation would be that the right candidate will progress quickly to Senior Consultant, with the longer-term potential to become a Partner.

Qualifications and skills

- Graduate with some experience of professional work environment and exposure to large corporates
- Demonstrable core consulting competences (reflected in April competency framework)
 1. Client focus
 2. Building and sustaining relationships
 3. Applying expertise and knowledge
 4. Achieving sustainable results
 5. Market / sector capability and knowledge
- Commercially-focused
- Client-aware
- Ability to quickly build strong relationships with partners and consultants
- Flexible, tenacious, resilient and outcome-driven
- Ambitious for growth – of the firm and for self
- A life outside of work – hobbies and interests that demonstrate a passion for improving life for self and others

KPIs

- % utilisation – proportion of time deployed on billed client work
- Days billed – work done
- Contribution to firm IP
- Progression on competences of April 'pathway to partner' framework

Salary and Benefits

£80-95k base salary plus discretionary bonus and profit share linked to overall firm performance against three-year plan.