

Business Transformation and Organisation Design Principal Consultant [UK-based] Potential Equity Partner at ON THE MARK [OTM]

POSITION OVERVIEW

OTM is searching for a unique, highly experienced, tenured consulting practitioner experienced in business transformation, change and organization design desiring to make a career choice working in a global boutique professional services firm as an integral part of a small team. The role is UK based. The ideal candidate brings...

- Depth of expertise in at least three of our solution sets as listed on our website [www.on-the-mark.com]
- Demonstrated experience in new business development, solution design and implementation, building and sustaining meaningful, long-term customer relationships.
- A passion for organisation development and change, enabling individuals and businesses to be successful.
- Professional, applied experience in Open Systems Theory [OST] and Socio/Technical Systems' [STS] solutions and approaches; strong belief in collaborative approach to change based on the adage "people support what they help create."
- A demonstrable track record of success and results.
- Able to travel locally, nationally, regionally and internationally.
- The spirit, vitality, courage and long-term commitment to co-develop/co-steward OTM into the future.

ABOUT OTM

OTM is an established global professional services firm located in Phoenix, AZ USA and London, UK in business for almost 25 years working cross-industry world-wide. Some of our customers include BAE Systems, British Airways, Royal Mail, WoltersKluwer, American Express, UnitedHealth Group, Thomson [now Thomson-Reuters], Nestle, Medtronic, to highlight a few.

We are known by many of our customers as their "preferred vendor of choice" for **collaborative business transformation** requiring complex change work. Our strategic intent is to "*become well enough known and respected for our work that we can pick and choose our clients.*"

The OTM business model is the antithesis of larger consulting firms where "the partner" makes the sale and then sends in inexperienced troops to do the real work based on hourly fees. OTM has the reach, expertise and capacity to take on both small scopes of work often necessary to establish credibility and brand as well as larger scopes of work and longer-term engagements – often requiring teams of 4, 8, 12 and beyond based on our long-standing, trusted working relationships with OTM strategic partners.

Location of OTM consulting staff is distributed geographically and primarily virtual. We are a small boutique firm doing excellent work for our customers and their stakeholders, making a difference, making a good living.

Why join OTM?

- A. You get support, respect and collegiality. You can call and talk after a hard day's work and debrief with other professionals with a similar global and professional view. At OTM, you are an integral part of a team.
- B. At OTM, you can earn more individually and we can earn more collectively with 3 or more senior practitioners working at 60% capacity [7-8 days per month] than we can with one working at 100% capacity [12+ days per month].
- C. At OTM we work as an integral team, where work and life are both important and where one does not have to be sacrificed for the other. We know that your best work happens when you are at your best.
- D. OTM has mature office operations. OTM has the systems, processes, mechanics and vendor relationships in place to handle day-to-day business operations regardless where we are working.
- E. At OTM research, publishing, presenting and developing tools and methodologies are important parts of our work.
- F. We have an established market presence and strong brand with our existing customers.

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COMPETENCIES, QUALITIES AND CHARACTERISTICS OF THE PRINCIPAL CONSULTANT

We are looking for that unique, highly seasoned, tenured consultant practitioner who desires to make a career choice to work in a small, global business environment. You bring the necessary years of experience, a demonstrable track record of success along with the spirit and vitality, courage and long-term commitment to co-develop and -steward our business into the future. Core responsibilities include:

1. Able to generate new business/sales from the start and/or bring a book of existing business to OTM.
2. Executive presence; Establish and maintain meaningful customer relationships.
3. Design and implement complex successful change projects within the boundaries of our service portfolio and approach requirements.
4. Lead and/or manage multi-consultant project teams.
5. Contribute to the continued day-to-day and long-term management, success and vitality of the firm.

The qualified candidate must possess:

- a. Master's Degree in Organization Development/Effectiveness, Behavioral Science, Industrial Engineering, Business/MBA, HR and/or related fields.
- b. Solid grounding in the concepts behind and practical application of the following theories, models and tools: Open Systems Theory, Socio/Technical Systems, strategy and strategic planning, organization design, change theory, adult learning, systems theory, group process and process consultation, contracting, consulting frameworks and human performance technology.
- c. Strong facilitation and group process skills. Differentiates between asking versus telling.
- d. Knowledge of and able to demonstrate the different consulting approaches.
- e. Solid business/political savvy and judgment, and excellent communication skills.
- f. The ability to 1) build strong working and customer relationships and 2) maintain them over time. You are able to successfully and effectively work with a variety of leadership styles, temperaments and character types [e.g., engineer, human services, etc.]. Executive presence. Confident working with Boards, Executives, Managing Directors and Senior Management teams.
- g. High competence in both designing/implementing complex change projects.
- f. Well-versed and experienced in the application of a variety of participative/democratic methods, -- knowing when and when not to use.
- h. Deep, practical working knowledge of business with the ability to discuss finance and demonstrate bottom-line results. Able to demonstrate achievement of measurable results in past projects.
- i. Must be able and willing to travel nationally and internationally.
- j. Experienced working in cross-cultural environments.
- k. Able to speak at least one other language is a huge bonus [German, French, Spanish].
- l. Previous experience working in professional services firm and internal to a company preferred.

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IN RETURN, OTM OFFERS YOU....

Work in an exciting, dynamic, team-based and supportive environment where you can apply your craft.

Opportunities for local, national, regional and international travel.

Able to learn, grow and deliver challenging work that makes a real difference.

Potential equity ownership in OTM based on performance, leadership and fit.

Six figure competitive compensation plus bonus.

Start with four weeks holiday annually.

Access to OTM existing customers, proprietary information and materials.

Work and play, succeed and grow in the context of a small team.

Potential equity partnership in an established firm.

**All interested candidates should send a cover letter highlighting experience,
expertise and results, CV and salary history to
Mark LaScola at mlascola@on-the-mark.com**

Please, no calls.