



**PROPOSED CLIENT BRIEF SPECIFICATION
 SENIOR MANAGER/PRINCIPAL LEVEL POSITION**

COMPANY BACKGROUND

Our client, **Gauteng based**, is part of a large, successful, high reputation, global, leading strategy consulting firm. Their focus externally is to make client companies more valuable assisting them in achieving substantial and sustainable results, and internally to develop their people locally and internationally with extensive offshore training. Their focus on people is part of their differentiator. They are committed to driving authentic BEE transformation in their rapidly expanding South African office. Our client has been active in South Africa since 1994, now re-launching the South African operation and experience tremendous growth. Their focus on making companies more valuable is particularly relevant for South African firms, and CEOs look to our client to help them solve their most challenging strategic and operational problems, such as building sustainable growth and transforming their organisations..

Our client looks at a business as an integrated, cohesive whole. This means they bring a strategic mindset to everything they do. They start by defining the right questions. Then dig deep into the numbers, as the basis for creating solutions. Our client is pragmatic and open-minded. That's why they find solutions that others miss.

Total Employees : **60 people and growing**
Position title : **Senior Manager/ Principal level positions**
Report to : **Partners/ Managing Partner: SA**

BOARDS AND COMMITTEES: to be discussed and confirmed

KEY STRATEGIC CHALLENGES FOR THE POSITION:

- * Support the local office to become a totally self sustainable business within South Africa
- * Develop and implement a culture that is based on a real South African relevant approach and experience which helps position the South African office as a leader in social transformation, and would also give it competitive advantage
- * Support the local succession planning process which would ensure that in 5 years there is a local managing partner leading the business
- * Be proactive and develop appropriate networks and stakeholder relationships that support all aspects of BEE transformation
- * Support the local managing partners to balance the strategic delivery for clients with a world class approach and process adding value to their client companies, whilst supporting an internal transformation process

KEY PERFORMANCE AREAS: (all to be confirmed)

- * Support the South African Partners in the strategic leadership of the South African operation in a way that supports its rapid growth, its transformation repositioning, coupling world class performance excellence with local BEE requirements
- * Help lead the culture of the South African office and strive for an authentic transformation process as well as greater achievement in client performance delivery
- * Lead large client projects in a way that meets or exceed performance standards and project deliverables
- * Develop and build strong client relationships in key market sectors
- * Lead consulting teams on a project basis within specific client companies
- * Develop and implement performance orientated solutions on time and within budget and concurrently increase the shareholder value of client operations



- * Proactively drive the South African relevant transformation process by tapping into existing and new stakeholder relations within the business community, within government, and with industry bodies
- * Proactively support the media and Public Relations role of the South African operation by doing relevant interviews, and writing articles in relevant media
- * Support the talent attraction and retention programmes by being actively involved in the recruitment of new talent at different levels within the business and with a particular focus on a diversity talent management strategy
- * Develop credibility and track record both within the local operation and within the international offices
- * Retain strong relationships with international offices to ensure that “Best practice” is vigorously updated, renewed and implemented
- * Proactively identify and obtain new client business, within large organisations, in key market segments and sectors
- * Sustain and build existing client relationships in a way that inspires additional client confidence, and secures a medium and long term client relationship and revenue stream
- * Set and meet revenue targets and budgets
- * Support the expenditure, cost containment within the local operations

KEY INTERNAL LIAISON RELATIONSHIPS:

- * The South African Partners and Key Consultants, and Partners in South Africa and internationally

KEY EXTERNAL LIAISON RELATIONSHIPS:

- * Major customers, The media, Industry Bodies, Government people of influence

QUALIFICATIONS AND EXPERIENCE REQUIRED:

Essential:

The incumbent will be somebody who has:

- * A relevant degree and a post graduate degree, ideally an MBA or a CA
- * A strong career track record, for a minimum period of 8 - 10 years commercial experience, and at least 3 – 5 years working within the strategic consulting sector, the IT consulting sector, or within the consulting divisions of the accounting firms.
- * A proven track record at a senior level within a consulting environment, leading and managing project team for client companies, preferably at Senior Manager/ Principal level or Heading up the Strategic function within a large, reputable matrix organization, ideally within the following sectors:
TMT (Telecommunications, Media, Technology), Mining, Financial Services, Retail, Utility (including Energy), Government, Oil and Gas. We will also include Industrial Goods and Services (Automotive, Logistics, Aerospace) and Consumer Goods.
- * A track record in problem solving, developing and building stakeholder and client relationships
- * Strong financial acumen and commercial acumen
- * A strong, proven track record in leading teams
- * Strong networking, project management, negotiation, analytical, communication and presentation skills



- * A high intellect individual who also has a high level of emotional intelligence Strong strategic competence and track record
- * A successful track record developing and successfully implementing large, complex client projects
- * An individual who is committed to change and transformation in South Africa
- * A strong South African market knowledge both within the broader business and macro economic landscape
- * Commercial astuteness and seasoned business judgment
- * An individual who has a passion for world class service delivery and an understanding of how to balance the economic and socio political variables
- * A clear, confident communication ability and style
- * An individual who adds to the cultural and gender diversity of the organisation

PERSONALITY ATTRIBUTES (CRITICAL FOR SUCCESS):

- * An individual with stature, presence, gravitas and a high level of confidence
- * A decisive and insightful individual, who is results-driven
- * An individual who has the ability to discriminate between relevant and irrelevant information and pin-point critical issues
- * A persuasive individual who is emotionally mature and assertive
- * An energetic, independent thinking individual
- * An individual who has the respect and relates well to diversity in the workplace in a South African and global context
- * Personal, professional and financial integrity
- * Tenacious, resilient
- * An inspirational leader
- * An individual with a passion for customer service delivery, business relationships and people development
- * A self starter

PACKAGE AND PROSPECTS

- * A highly competitive remuneration package with attractive incentives will be negotiated and will depend on the level and calibre of the individual
- * International prospects
- * South African Partner prospects within 12- 24 months depending on your level of experience and performance standards achieved

COMPANY WEBSITE

www.bain.com

Submit a detailed CV to:

Ref. : AP0525

E-mail : company@mp-a.co.za

NB: Please provide your confidential email address, cellular phone and fax number