

ORGANISATION CONTEXT: The Leadership Team is passionate about supporting its clients to achieve their mandate – their key reason-for-being or purpose - because we believe effective organizations have a positive impact on society and contribute towards a sustainable global future. We help leaders identify what success looks like for their unique enterprise, and then provide practical tools that will enable them to get there. Our clients are within the East African Region- Uganda, Kenya Tanzania, and Rwanda, as well as Europe and the United States. Our multi-national team is composed of experienced consultants specialising in Organisational Development, Human Resource Management, Monitoring and Results Management and Strategy Development. These skilled professionals have extensive experience delivering solutions for organisations in public, private, development, and SME sectors, making them unique in providing tailored made solutions.

JOB PURPOSE: The Organisation / Business Development Consultant will work with lead consultants and be a valued contributor to the business, by managing the delivery of strategic goals, executing business specific projects and initiatives. The role will be responsible for designated projects, helping to develop organisation and business priorities and ensuring the delivery of project goals and objectives. The job holder will be an efficient execution specialist who can handle planned activities and operate with urgency, credibility, and mindful prioritisation.

Section 1: Scope of Responsibilities	
Area of Responsibility	Goals & Action Steps
Business Development Design and develop interventions that add value to the client - aiming to facilitate a step uplift in effectiveness and efficiency and enhanced ability to deliver their mandate.	Participate in research and development activities; contributing to the steady development of a portfolio of unique and value-adding products.
	Liaise with strategic partners & keep abreast of emerging research in Organisation Development, Talent Management, Occupational Psychology & International Development; be a technical expert.
	Participate in market research / analysis and envisioning the organisation’s unique selling points & market position; leverage personal network to identify prospective clients.
	Work with Lead Consultants to identify products / solutions that have the potential to add value to clients; build personal capacity to deliver effectively.
	Support the development and implementation of a promotional strategy for the solutions that have been identified above.
Pipeline & Project Management Develop personal sales pipeline to achieve financial targets; ensure delivery of project	Identify potential business opportunities and work with lead consultants to ensure that a winning proposal is developed; conduct client sales presentations as required.
	Ensure the development of a comprehensive project plan for each assignment; including communicating clear expectations to any associates involved in the project.

outcomes with high standards of customer satisfaction	Deliver assignments on time and to standard, going the extra mile to ensure client satisfaction; ensure that desired outcomes & impact are achieved.
	Personally, carry out any work to high standards of quality and timeliness, ensuring customer satisfaction.
	Conduct learning reviews at the end of each assignment; communicating improvement needs to the team as required and obtaining client M&E data / endorsements.
	Work with the Finance Officer to ensure all associate payments &/or expense reclaims are made accurately and on time; ensuring that TLT's management of rewards & benefits is value adding and motivates the team.

Section 2: Job Competency Level	
Competency	Competency Level
Commitment & Drive for Results	<input type="checkbox"/> Reliably accomplishes work expectations <input type="checkbox"/> Drives to accomplish important outcomes & ambitious about making a difference <input checked="" type="checkbox"/> Leads others and manages for strategic success
Proactivity & Innovation	<input type="checkbox"/> Is engaged and self-starting <input type="checkbox"/> Drives action, innovation, and change <input checked="" type="checkbox"/> Envisions the future & leads large scale change
Resource & Business Management	<input type="checkbox"/> Takes responsibility for efficient and ethical use of resources <input checked="" type="checkbox"/> Ensures resources are deployed effectively for maximum benefit <input type="checkbox"/> Ensures the financial viability and success of TLT
Relationship Building	<input type="checkbox"/> Understands and appreciates others, acting in a friendly, cooperative manner <input checked="" type="checkbox"/> Takes initiative to build strong relationships and cooperation with and between others <input type="checkbox"/> Leads and builds teamwork
Communication & Influencing	<input type="checkbox"/> Is aware of personal impact on others and adjusts accordingly <input type="checkbox"/> Deliberately adjusts behaviour and style in order to influence and communicate effectively <input checked="" type="checkbox"/> Networks strategically and builds relationships of influence
Thinking & Problem Analysis	<input type="checkbox"/> Thinks ahead before acting <input type="checkbox"/> Thinks logically and analytically <input checked="" type="checkbox"/> Thinks conceptually and strategically in order to manage complexity
Learning & Resourcefulness:	<input type="checkbox"/> Is emotionally grounded and resourceful; willing to learn and improve <input checked="" type="checkbox"/> Displays 'learning agility'; is committed to continuous personal development and is recognised as an expert <input type="checkbox"/> Promotes a learning culture and strategically manages knowledge

Section 3: Job Requirements

Educational Qualifications:

- A good quality bachelor's degree from a recognised University.
- Relevant professional qualifications are an advantage
- Chartered Membership of CIPD or PGD HRM is preferred

Job related experience and knowledge:

- At least 5 years recent experience as a Line Manager or Capacity Building Consultant with responsibility for business / team / unit success; leading to an ability to emphasize with client leadership challenges and give advice based on credible personal experience
- Proven ability to advise business owners, executives and senior managers regarding complex business and organisation development issues; with a solid understanding of relevant theoretical frameworks
- Experience of coordinating self and others to deliver projects on time and to standard – ideally in a context where customer satisfaction must be assured
- A track record of professional relationship-building; able to build relationships, influence multiple layers of management and work in multi-cultural organisations
- Ideally, experience in more than one sector e.g. private (including SME and larger organisations), public, not-for-profit (development sector)

Required Skills

- High standard of English language including the ability to write an excellent report with a corresponding track record of superb written work
- Solid knowledge of HR best practices, organisation design, learning and development
- Experience and/or qualification in performance management, or balanced scorecard, or monitoring and results management (MRM)
- Ability to work with data/ information; achieving thoroughness and accuracy when accomplishing pieces of work
- Proficient working knowledge of MS-Office suite of software applications and tools, including Microsoft Word, Excel, PowerPoint, and MS-Outlook
- Must be able to demonstrate self-management to deliver projects on time, to customer satisfaction, in a changing environment
- Typing speed in the region of 40 words per minute or faster

How to Apply:

- a. Review complete job descriptions by visiting www.theleadershipteam.org
- b. Please make applications by clicking on the link below: <https://theleadershipteam.applytojob.com/apply/yCAv1nV21f/Organisation-Business-Development-Consultant> and follow the instructions.
- c. Applicants are strongly advised to read the full job description before submitting their application. Deadline for all submissions is **12th December 2020**
- d. **Please note that only successful candidates will be contacted**