

Job Description

Job title:	Principal Consultant
Group:	Education Services Group
Dept/Project/Service:	Strategic Growth - Consultancy
Reports to:	Head of Consultancy Delivery
Responsible for:	Senior Consultants, where required
Usual office base:	Reading
Grade:	3

Job purpose:

The post holder will ensure that Education Development Trust provides high impact research and consultancy to clients in line with business goals and will play a key role in delivering the Trust's consultancy contracts through specialist consultancy, advisory, training and research services, as well as driving the business growth of the Education Services Group. Principal Consultants will also play a strategic role leading Research and Development investments to develop our corporate education solutions and new business offerings, to drive long term business growth and improved educational impact.

Job objectives:

1. Where required, lead and manage a team of Senior Consultants and provide mentoring support to Consultants to ensure a high performing and highly motivated team which meets client and business expectations.
2. Initiate, undertake and maintain a portfolio of consultancy, advisory work, research and knowledge capture and be a lead specialist in a particular area related to education, leading the work of the Company in this area, partnering where appropriate with other organisations and individuals.
3. Lead and deliver major business development campaigns, achieving agreed targets as outlined in the annual business plan.
4. Play a leading role in shifting the Education Services Group towards more proactive business development by overseeing the identification of new business and client positioning.
5. Provide professional leadership of Education Development Trust's consultancy and advisory work in key markets, contributing significantly to overall strategy and planning for the Education Services Group.

6. Advise the Research and Research & Development teams on trends and directions in international education and new business opportunities that might be forthcoming thus contributing to the Company's business development strategy.
7. Provide leadership for consultancy contracts, typically in a 'team leader' or substantial quality assurance role.
8. Lead market, product and competitor analysis to contribute to the Company's Strategic Growth business development strategy, with a particular focus on exploring new markets and expanding our client base and own and implement a viable sales plan.
9. Lead the development of a selection of corporate and consultancy offerings, working collaboratively with the Research team, Research and Development, technical experts and business development colleagues to develop corporate methodologies for consultancy delivery.
10. Provide leadership for corporate Research and Development projects, shaping new strategic investment proposals, leading corporate Working Groups, and providing technical leadership for methods development, including driving and reporting on benefits realisation for senior management and trustees.
11. Build and maintain significant working relationships with key external stakeholders.

Scope:

The Principal Consultant may either be responsible for the line management of a team of Senior Consultants or will have responsibility for leading on a particular theme of work, as required.

Person specification:**Knowledge****Essential:**

- Demonstrable professional expertise related to education reform (e.g. education policy and strategic planning, system reform, teacher professional development, capacity building, inspections and accountability, school leadership, curriculum development, assessment, education economics, aid effectiveness etc)
- Master's degree in a relevant discipline, including business studies i.e. MBA
- Knowledge of key tools and techniques in relation to line management and how to apply them
- Knowledge and understanding of the business development lifecycle
- Knowledge of the programme management of a portfolio of projects

Experience**Essential:**

- Experience of successful business and strategy development, including at least two of: market analysis, strategy development, product development, thought

leadership and client positioning, client relationship management, proposal development, partnership development

- Experience of large multi-stakeholders sales
- Proven senior people management and leadership experience, including performance management and talent development, with the ability to influence others and create an environment to maximise the team's potential
- Significant experience of managing a portfolio of projects or a complex programme, with the ability to manage a changing portfolio in line with client needs
- Leading, managing and developing multi-disciplinary teams to meet or exceed delivery targets and achieve client satisfaction
- Development and maintenance of relationships with internal and external clients to raise a team's profile and build new business

Desirable:

- Consultancy practice leadership
- Published research or presented conference papers related to area of expertise

Skills

Essential:

- Excellent representational, negotiation, influence and interpersonal skills
- Excellent verbal and written communication skill
- Ability to think strategically, investigating and delivering fit-for-purpose solutions
- Strong stakeholders management skills, including the ability to influence at senior management level and to work collaboratively across organisational departments
- Ability to represent the Company credibly at the highest levels in professional, technical and business development relationships with key client and external contacts primarily in the education sector
- Strong problem-solving skills and the ability to draw up solutions that meet commercial and client expectations
- Business development skills
- Line management skills with the ability to develop junior staff
- Coaching and mentoring skills
- Confident in confronting difficult decisions

Desirable:

- Foreign language skills

Competency Band: 2

Key Competencies for the role:

Our Values	Key Competency 1	Key Competency 2
Excellence - Creating and Leading Success	Delivering excellent service	Creating and innovating
Integrity - Supporting and Building Trust	Building respect	Communicating with impact and empathy
Accountability - Delivering and Improving	Delivering commercial outcomes	Developing self and others
Collaboration - Engaging and Partnering	Building effective relationships	Engaging others to achieve goals

Job Family: Consultancy

Education Development Trust is committed to safeguarding and promoting the welfare of children and adults whom we work with and come into contact with around the world. All applicants are subject to thorough screening and for applicable roles, successful candidates are subject to relevant criminal record checks with national police authorities or the UK's Disclosure and Barring Service.