



## shilo. consulting director success profile

### Role Summary

**shilo.** are a team of experienced, innovative HR thinkers who create people solutions tailored to our client's business needs.

The purpose of this role is to design, develop and lead client engagements in the consulting business. Working with the Executive director of consulting, the role will help shape client proposals and sell consulting engagements. Also responsible for managing and overseeing client engagements, including leading and coaching the shilo. Team, to deliver the outcomes required.

As part of the growing **shilo.** team, the Consulting Director will need to be agile, and accountable within the role and will need to help grow the consulting business, through their own networks and relationships. They will also need to help develop consulting offerings and frameworks to further develop the consulting value proposition.

### Knowledge – What People Know

*Technical and/or professional information needed to successfully perform the Consulting Director role*

As a **consulting director** it is critical that that you have knowledge of the HR industry and consulting and be credible when speaking with potential clients and senior stakeholders. You will need to have knowledge in the following areas:

#### Management Consulting

- Consulting processes and frameworks
- Problem identification and solution development
- Client relationship and stakeholder management
- Design of deliverables frameworks and outcomes
- Sales and business development approaches

#### People and/or HR

- Analyzing a business's strategy and understanding people outcomes required
- Developing people solutions to meet the business need/opportunity
- Understanding the latest HR trends.
- Systems thinking and an understanding of People "systems" within organisations
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#### Domain Knowledge

- Organisational capability and Development (nice to have)



## **Experience – What People Have Done**

*Work achievements that you have potentially had exposure to successfully perform a **consulting director role***

We would ideally like you to have 5+ years' experience in:

- People related Management Consulting – currently at Director level
- Working across different types of industries.
- Engaging with clients to develop proposals and sell engagements
- Managing the delivery of consulting engagements
- Working and dealing with different size organisations from startups to large corporates and everything in between.
- Building trusted and credible relationships with clients and senior stakeholders.
- Strong communicator with the ability to influence.
- Challenging the status quo.
- Working in an agile environment.

## **Competencies – What People Can Do**

*A cluster of behaviours performed*

You need to be a delivery focused, commercial, motivated, and passionate individual who is:

- Resourceful – able to draw on knowledge, experience, and networks to get to the right solution.
- Critical Thinking – able to analyse complex situations and identify problems and solutions
- Inventive – driven to constantly innovate and improve.
- Adaptive – able to respond to opportunities as they emerge and adapt approaches as needed.
- Able to lead with insight – committed to using data and trends to ensure a commercial lens to people opportunities.
- Able to establish trust – able to establish and nurture positive connections and help to influence the right outcome.
- Results driven – able to set clear goals and create ways to deliver on those goals and outcomes

## **Personal Attributes – Who People Are**

*Personal dispositions and motivations that relate to job satisfaction, job success or failure*

- Ability to want to learn and try new things.
- Helping others succeed and achieve their goals.
- Agile and pragmatic in the way you get things done.
- Resilient.
- Delivering to the highest quality standards and on time.
- Client and outcome focused.
- Humble