



# OVERVIEW.

## About us

Hello! We're t-three and we help clients improve performance through their people. We're a committed, passionate bunch who love what we do. Our style is stimulating and passionate. Our mission is lasting impact.

We work with our clients across public and private sectors and operate in the business of people and organisational development: anything from running large senior leadership or management development programmes, designing and delivering development centres or behavioural change programmes, both in the UK and internationally.

At t-three we believe in growing our business by growing great and lasting relationships with our clients and our people. It's worked so far, we have grown steadily, despite a tough climate and have been around for 20 years and have plans to be around, bigger and better, for a lot more!

We are completely employee owned. This really drives us all further to ensure we continually offer our partnering clients the very best service and tons of innovative solutions, which bring about the changes they want to see.

## About you

As we grow we are looking to find people to join us contributing to our growth, product development and team leadership. You will need to share our passion for what we do and our desire to do it really well. We are looking to expand our Management and Consultant base and our opportunities will vary depending on where you are on your career trajectory; and where you want to be.

We are searching for a very senior consultant who has the natural confidence and charisma to network and quickly build relationships with high level decision makers. This individual will be a strategic business thinker and analytical specialist whose core strengths are persuasiveness, relationship building, client networking, listening, advising, and presenting.

Our consultants are responsible for managing and expanding our client relationships. They are an expert at identifying business problems and leveraging on t-three's strengths & development to deliver practical and workable solutions that yield value and change for our clients.

In order to thrive in this role, you need to be self-motivated and have a thirst for results. People and speaking skills are a must: you will be pitching your ideas, solutions and recommendations to high-level decision makers. Independent thought is not only welcome, but encouraged. You understand that ultimately the responsibility for results lies with you.



Common aspects of all roles are P&L responsibilities, sales & delivery, strategy & product development, team management and building strong, enduring client relationships. Demonstrable experience of these areas is essential. A consultancy background would help you hit the ground running.

We have created a Person Specification to articulate our understanding of the most senior hire we are looking for. So if you can tick all these boxes; let's talk. If you feel you can tick some or most then let's talk too. We would like to discuss the journey we can go on together.

### **What's in it for you?**

A great opportunity to be part of a growing organisation and having the ability to contribute to its future.

You will be immersed in a collaborative style of working that promotes innovation and team working.

You will be paid a competitive salary along with a benefits package.

Would you like to know more? Then please contact Debbie Plumb on 01954 710780 or [dplumb@t-three.co.uk](mailto:dplumb@t-three.co.uk)

# PERSON SPECIFICATION.

<b>Job Titles:</b>	<b>Principal Consultant Senior Consultant</b>	
<b>Qualification / Education</b>		
<b>Essential:</b>	<b>Desirable:</b>	
<ul style="list-style-type: none"> <li>▪ Degree/diploma in relevant subject</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of continuous development in specialism</li> </ul>	
	<ul style="list-style-type: none"> <li>▪ Recognised coaching qualification</li> </ul>	
<b>Experience</b>		
<b>Essential:</b>	<b>Desirable:</b>	
<ul style="list-style-type: none"> <li>▪ 10+ years post-qualification experience in Leadership, Learning &amp; Development, Change</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience across a range of client types and industry sectors</li> </ul>	
<ul style="list-style-type: none"> <li>▪ Established high level consultancy skills which are recognised externally with excellent network of relevant contacts and clients</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability to develop and implement new business processes</li> </ul>	
<ul style="list-style-type: none"> <li>▪ Experience and strong capability gained within a professional consultancy or in-house consultancy role; including: project design and delivery, process and people management within a consultancy function and managing and delivering against processes</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Proven track record of business development including ; scoping, estimating and budgeting; and project delivery (including time, resources, quality, costs, client management)</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Strong combination of strategic and practical hands-on experience</li> </ul>		
<ul style="list-style-type: none"> <li>▪ High level of commercial and business acumen</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Pro-active approach to problem solving and can-do attitude</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Willingness and ability to travel nationally and on occasion internationally</li> </ul>		
<b>Skills</b>		
<ul style="list-style-type: none"> <li>▪ Professional, diplomatic client relationship maintenance</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Understands commercial consultancy including commercial contract reviews and negotiation</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Budget participation, financial performance tracking and reforecasting, revenue and gross margin targets</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Ability to lead and manage a diverse / disparate project team</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Excellent skills in organisation, work planning and ability to work to tight deadlines</li> </ul>		
<ul style="list-style-type: none"> <li>▪ Excellent written and verbal communication skills, coordination/networking, interpersonal skills</li> </ul>		