

JOB TITLE:	Senior Consultant
ISSUE/DATE:	Version 3.0 / 20 May 2010
RESPONSIBLE TO:	Managing Consultant / Project Manager
JOB BAND:	3
OVERVIEW OF JOB:	Responsible for delivery of small to medium sized specialist assignments that are aimed at achieving business benefit and potentially evolving into projects for Kainos, or extending existing projects. Works closely with client in consistently managing and exceeding their expectations.
SUMMARY STATEMENT OF JOB:	<ul style="list-style-type: none"> ▪ Responsible for delivering complete assignments or major components of large consulting assignments whilst growing in recognition as a key advisor in own specialist areas. ▪ Builds open & trusted client relationships and is prepared to challenge the client appropriately. ▪ Facilitates workshops/meetings to meet defined objectives. ▪ Recommends preferred approach to planning assignments and structuring deliverables. ▪ Identifies opportunities for additional business, prepares external customer proposals in own specialist areas, including production of viable estimates. ▪ Resolves client issues working at both business and technical level. Influences & commands attention of client management. ▪ Constructs & delivers presentations using structure & style appropriate to audience. ▪ Takes responsibility for leading an assignment team as required. Mentors less experienced team members and leads by example in both business and process aspects of the job. ▪ Understands the business dynamics and regulatory issues for specific industry sectors/technical specialism. ▪ Is aware of client's business & external factors that influence it. ▪ Contributes to managing assignment commercials & contractals and delivers within assignment commercial constraints. ▪ Provides timely effective pre-sales support and solution development as required. ▪ Takes responsibility for devising and costing viable, winning solutions. ▪ Responsible for successful delivery of the specialist content of solutions that are overall fit for purpose. ▪ Defines standards for specialist area based on industry best practice. Takes a lead role in improving the overall standard of the specialism within the company e.g. whitebag sessions, project reviews etc. ▪ Complies with all confidentiality and non-disclosure policies and/or agreements and ensures security of information at all times.
LOCATION:	Based in a Kainos location but required to work on client site whenever appropriate.

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EXPERIENCE AND CAPABILITIES:	<ul style="list-style-type: none"> • Minimum of 4 years experience in a relevant commercial or technical environment with at least 3 years demonstrable success in consulting or project equivalent. • Strong in chosen consulting specialisation and demonstrates adaptability to embrace new disciplines. • Sound experience of at least one major business vertical (e.g. Telco, Financial Services). • Experience of at least 2 business applications environments (e.g. CRM, eCommerce, EDRM etc). • Broad business & technology understanding and a good awareness of industry trends and their potential impact on current & future business applications. • Experience of working with at least 2 major clients and demonstrable evidence of building strong client relationships. • Experience of creating and working to project plans together with handling change controls. • Sound ability to formally present to senior client audiences. • Good commercial awareness and sound understanding of project and business dynamics. • Ability to work to tight deadlines and make sensible decisions under pressure taking a balanced view of client demands and Kainos commercials. • Ability to manage and motivate team members. • Ability to recognise competitor capabilities in specialist areas. • Ability to widen and maintain a network of external contacts.
PERSONAL ATTRIBUTES:	<ul style="list-style-type: none"> • Affable, credible and can communicate effectively with clients and colleagues. • Strong interpersonal and negotiating skills. • Creative, articulate, enthusiastic, responsible, logical, thorough. • A good team player capable of delivering results in less than perfect circumstances. • Pragmatic, tolerant of ambiguity, willing to backtrack and seek multiple solutions. • Capable of working at an abstract level. • Mature, non-confrontational style. • Quality focused. • An effective mentor and teacher. • Highly flexible (including willingness to work away from base). • Visionary and entrepreneurial, with a positive “can do” attitude towards the commercial challenges facing Kainos and clients.