Senior or Principal Consultant (Multiple Roles)
Sustainable Business Practices (SBP)

BACKGROUND

SBP is a distinctive and highly regarded specialist sustainability consulting group that focuses on developing integrated solutions that are focused on business and performance improvement and competitive advantage that is critical to their client’s success. Established in 2004, SBP has experienced positive growth driven by its team based approach and unique culture combined with leading edge thought leadership and outstanding client outcomes. They are now seeking to appoint a number of Senior Consultants to drive the growth of the Consulting practice nationally. Clients include ASX 300 and large listed multinationals and engagements are based on major projects aimed at aiding organisations to extract greater commercial value from existing business systems, enhancing revenue and reducing costs.

PRIMARY ROLE PURPOSE

Reporting to the Australian Practice Leader and working with a multi-skilled national team, the Senior/Principal Consultant will be responsible for senior level advisory engagements with clients. They will work closely with key staff to pitch for new work, project manage the engagements, manage staff and ensure client satisfaction on each project. They will be responsible for the entire project life-cycle management.

Critical deliverables will include:

- Providing senior level sustainability business consulting services and solutions to ASX 300 and other large corporate clients;
- Leading client projects that may include some or all of the following engagements: Corporate Transformation; Sustainability Strategy; Sustainability Assessment Benchmarking; Risk Management; Sustainability Reporting; Stakeholder Engagement; Climate Change; Carbon Offset or Reduction Plans; Integrated Management Systems; Culture Change Advisory; Greening Supply Chain; Operational Efficiency Reviews and indicator development and community strategies.
- Acting as the central point of contact for client engagements (Project Manager and Client Director), leading the development of client proposals, the project management of project teams on engagements, the preparation of documentation and the successful completion of engagements, inclusive of post engagement reviews – complete project life-cycle management.
- Business development in conjunction with the Director and colleagues. Providing research and thought leadership on a multiple range of internal and external projects as required. To oversee the compilation of sustainability “White Papers” and other reports required by clients or internal stakeholders.
- Drive the development of integrated Environmental Management Systems (EMS) systems and related sustainability/CSR projects
- Revenue targets – achievement of personal and service line targets
- Contributing to the knowledge base, intellectual property and standing of the business
- Focusing on performance, professionalism and results.
THE IDEAL CANDIDATE

Extensive experience in leading major engagement projects aimed at aiding organisations to extract greater commercial value from existing business systems, enhancing revenue and reducing costs. Combined with a deep network at the executive level, you have strong experience gained in an environmental consulting, Big 4, boutique management consulting firm or business consulting firm with an environmental or sustainability focus. Five to fifteen years total consulting with a minimum of 1-5 years in sustainability. Exposure to strategy, change management, supply chain, business process re-engineering, operations or auditing/verification/report writing critical.

QUALIFICATIONS

Formal qualifications in Engineering, Commerce/Accounting, Sustainability or a double degree in Business and Environment or Business and Science essential. A Masters of Sustainability, Environmental Science, Engineering or an MBA will be highly regarded. In addition, formal qualifications in Project Management and Six Sigma desirable.

EXPERIENCE

- Experience in managing a broad range of business sustainability programmes
- Senior level advisory and consulting experience with ASX 400 or Fortune 500 clients gained from a role within a Big 4 global advisory firm, global strategy firm, environmental/engineering consulting or boutique management consulting firm in Australia or overseas, a regulator or a relevant internal corporate sustainability role that has a consulting element.
- Experience in either strategy and policy development, the development of management and integration services (business process re-engineering/management reporting or other), culture change and change management or community/external stakeholder engagement communications strategy development
- Specific project experience related to climate change, sustainability and how it relates to business – risk management and assessment, sustainability report development, management systems development, policy development, strategy development and analysis, stakeholder engagement strategies or building capacity/culture change programmes
- Significant experience in working with business and government to effect change in sustainability thinking and practice.
- Demonstrated experience in hunting down client opportunities, sales and revenue generation experience. Demonstrated ability to bring in between $400K – $2M revenue per annum
- Strong staff management experience and
- Experience with Environmental Management Systems would be highly regarded
- Experience and Understanding of ISO14001 and climate change risk management frameworks will be highly regarded
- Preparing detailed scoping documents and preparing client proposals
- Strong Project Management experience on large complex advisory engagements.
- Business Development and Thought Leadership experience
- Experience in successfully developing client relationships, preparing client related proposals/documentation
- Evidence of project management of large advisory engagements across various industries.
- Staff management and leadership experience
SKILLS

- Excellent written and verbal communication skills
- Skilled at consulting to and managing client and stakeholder groups to manage expectations and deliver outcomes
- Strong business development, strong report writing skills (examples to be supplied for verification) and the development of “Thought Leadership White Papers”
- Strong supervisory and leadership skills
- Demonstrated ability to produce high quality written reports at a corporate standard. Eg. Corporate Sustainability reports to be sent to the investor market or other corporate/business stakeholders. Examples will need to be provided and verification that the Consultant personally wrote at least 60% of the report themselves.
- Strong Project Management Skills
- Competent PC and software skills including Life Cycle Analysis (LCA)
- Advanced Excel spreadsheeting skills (ideally modelling)
- Highly skilled at effectively and concisely verbalising recommendations for risk mitigation and opportunity optimisation from detailed written reports.

ATTRIBUTES

- Passion and interest in the area of sustainability and the environment with the ability to clearly communicate your interest in this area
- The ability to work on multiple concurrent projects and effectively prioritise to achieve deadlines
- Outcome focused with a positive “can do” attitude
- Demonstrated ability to achieve outcomes and effectively navigate and overcome changes in project scope or requirements
- Ability to self-manage and work independently.
- Capacity to conduct qualitative and quantitative research and effectively assess and interpret complex data
- Self starter who has the discipline to work independently to meet deadlines and liaise with client contacts, internal and external stakeholders to meet client expectations
- Team-based player who is flexible, capable of working remotely on a range of local, national and international engagements
- Solid problem-solving abilities with the ability to conceive, advocate and deliver alternate solutions.
- Ability to lead and influence various stakeholders to achieve a vision
- Able to understand and liaise with Engineers – engineering experience an advantage, but not mandatory.
- Ability to work in a busy, dynamic and fast growing team environment
- The ability to lead, mentor and manage staff to achieve common goals
- Able to develop and provide guidance to more junior staff
- Credibility and professionalism

REMUNERATION

An attractive remuneration package will be negotiated with the successful candidate, commensurate with their experience and market value. The package will include a short term performance based bonus and a long term incentive incorporating equity.
**LOCATION**

These roles can be based in Melbourne, Sydney, Adelaide or Brisbane and may require both national and international travel.

**APPLICATIONS**

Please call Mathew Newman on 03 9642 3348 for a confidential discussion and further information or email your expression of interest and a formal application letter to mnewman@sjobs.com.au. Further information can be gained about our company values, the types of project work and the people who work here at www.sbpractices.com.

If you don’t have experience in the sustainability field, are really passionate and seeking to meet some other passionate people in this area, you may be interested in attending the Melbourne Sustainability Drinks on the first Wednesday of each month. There are a range of people there from NGO’s, Government, large corporate firms and academic institutions. There is a policy of “no sponsors” and you buy your own drinks. The aim is connect lots of passionate people together who are interested in creating a more sustainable society in Melbourne and globally. Further details available at www.sbpractices.com.

The Sustainable Group is an equal opportunity employer.