

Consultant Vacancy

We're excited to be seeking 2 enthusiastic and appropriately skilled Consultants to join our stellar team.

A little about Spring Point

Spring Point is a consultancy that specialises in enabling business strategy through the collective performance of its people. We align culture to strategy through scaled behaviour change with a deep solution focus in the areas of culture, leadership and organisational capability. We are driven to unlock the potential of people, teams and organisations to adapt, grow and perform. We believe that changing the way we work can lead to transformative outcomes for customers and communities, so we take our work seriously.

We also think life is to be enjoyed, so having fun and engaging authentically matters. While we bring a clear point of view, delivered through an evidence-based methodology, our clients are at the centre of what we do and how we do it.

As an established consulting firm, Spring Point has a client base of blue-chip Australian and International clients across all industry sectors, enabling exposure to the most pressing issues and forward-thinking solutions.

Spring Point is a multi award-winning organisation, where work with our clients is regularly recognised for its excellence in design and implementation, and most importantly, its business impact.

Read on for more detail about what we need and what we offer, but if this doesn't answer your questions, contact Noelene Blair on 0419 345 750 noelene.blair@springpoint.com.au.

**Applications close 5pm
Wednesday 3rd March, 2021**

**CHANGE
THE WAY
WE WORK**

**IMPROVE
THE WAY
WE LIVE**

To apply, send your CV to hello@springpoint.com.au

We don't need a cover letter, just your top 3 reasons why you think this position is a good fit for you, and why you think you're a good fit for us.

SPRING POINT.

www.springpoint.com.au

Primary Responsibilities

- Support our clients with culture, leadership, change management, capability and workforce strategy projects, as they support strategy execution of our client's business strategy
- Play a key role in projects in areas such as data gathering, data analysis, solution ideation and design, and solution implementation
- Engage in frequent client contact (various communication platforms, workshops, interviews, project meetings etc.)
- Support business development activities such as proposal development
- Support research efforts on various client and non-client projects
- Support Senior Consultants, Principal Consultants and Directors to manage projects (e.g. project budgeting and costing, project dashboard development, risk registers, project plans, etc)
- Complete key deliverables in line with the project plan and under the guidance of the project manager
- Attend team checkpoint meetings and identify opportunities for time recovery and/or further work
- Manage priorities of own workload to deliver within the project timelines
- Escalate any scope creep or overtime risks and any other risks and issues to the Project Manager or Lead as required
- Support drafting of Case Study post project
- Be comfortable performing a range of activities across Spring Point's service offering
- Perform client work efficiently and to high standards
- Engage in regular coaching and development conversations to support your personal growth, client outcomes and business performance

Position Purpose

This role will support our key services to define, assess and develop culture, leadership and capability in order to impact business performance.

With the guidance and support of Directors, Principals and Senior Consultants, the Consultant role is responsible for supporting the delivery of client work across the full spectrum of Spring Point's services.

About this role

We are interested in both full time or part time applicants. The role would suit a recent graduate of Psychology, Business, Human Resources or a similar field. We work in teams, which enables great co-design, support and development and your "fit" to the team will be as important as your skills.



What We Need

PROJECT MANAGEMENT DISCIPLINE: You will have an organised mind and be able to see the steps needed to progress a project from start to finish.

COMMUNICATION EXCELLENCE: You'll understand the importance of clear communication both internally and externally so that expectations are managed, and client outcomes are delivered on time and within scope.

DATA ANALYSIS AND SYSTEMS FOCUS: You'll love data and what it can tell us. You'll be quick in the uptake of systems to help both analyse data and communicate. Ideally, you'll already have strong excel skills.

ABILITY TO ZOOM IN AND OUT: Success in this role will be enabled by the ability to take a 'big picture' approach, while at the same time attending to the detail and quality expected and required.

FLEXIBILITY & COMFORT WITH AMBIGUITY: Whilst you bring structure to your work, you are very comfortable working in ambiguous situations where the answers are not immediately clear or known. Similarly, when situations change you are comfortable adapting your schedule and priorities to deliver what is most important for your stakeholders

RELEVANT EDUCATION/EXPERIENCE: You may be currently studying or have recently completed a Masters in Organisational Psychology, Business or Human Resources. You will have an evidence-based approach and the technical know how to turn theory to practice.

A LEARNING MINDSET: Learning is a cultural state of mind that's central to who we are as a business. We look for members of our team to be open to feedback and coaching others, having a go and always trying to become better. For us, openness to learning is also about owning your decisions (the ones that turn out as well and also the ones that don't), asking for help when you need it and not waiting to be asked when you don't.



What We Offer

THE OPPORTUNITY TO BE PART OF OUR GROWTH STORY: We have a clear strategy and exciting plans to “change the way we work, improve the way we live”. By joining us close to the beginning of our story you get to write yourself into it.

A GENUINE FOCUS ON YOUR DEVELOPMENT: Upon joining you will be assigned a coach and begin consideration of the core components of your development plan for the coming year. You will also get familiar with our capability framework and development habits, which help articulate the various skills capabilities and career paths you can take, as well as the core ways in which we learn individually and collectively at Spring Point. Your growth and development is critical to our success.

THE SPICE OF LIFE: Our clients are amongst the biggest and best in the world and represent almost every industry sector. You get to work across industries and business contexts which keeps things interesting and enables you to continue to develop your commercial acumen by seeing what the landscape involves.

TRUE FLEXIBILITY: Provided we all deliver excellent client outcomes, we get to pick when, where and how we work. For us, flexibility is a two-way street and if you also appreciate this, nothing's off the table.

OPPORTUNITY TO SEE THE WHOLE PICTURE AND HAVE GREATER IMPACT: Our broader consulting in culture, leadership and capability means that the work that you are exposed to tends to be strategic as well as tactical. You will have the opportunity to get involved in projects focused on a broad range of people practices that enable business strategy and culture change.

A TEAM THAT'S THERE FOR EACH OTHER: We love our work and we love who we get to do it with each day. If being part of a team that really cares about one another is important to you, then the Spring Point team may be an ideal fit.

