



Principals with *principles*

TruemanChange

Principal Consultant *The role:*

Management consultancy is difficult to get right. For too long, over-priced and standardised consultancy has made some parts of the public sector rightfully wary. On the face of it, private consultancy and public sector values clash. **We're here to change that;** our management consultants are former public sector leaders who want to take their experience and use it flexibly to support public sector colleagues from the outside, working in partnership, making friends, and leaving a trail of improvement in their wake.

Our Principal Consultants are the **most senior** people in our business. They juggle three important areas:

- 1 Generating income
- 2 Strategically overseeing client work
- 3 Leading their teams.

At Trueman Change you will have the change to build your own product/service offering and take it to market with the support of our business development function. As you generate the work you will **build your own team**, training and leading them in the Trueman Change Way. You'll be comfortable working to targets, and will have the **freedom** and autonomy to create your own way of making a difference to the public sector. Your career will grow as your team does, so we're looking for an **entrepreneurial** and **ambitious** mindset!

ideal skills 

Senior public sector experience

Specialist in field

Great networker

Project & programme management skills

Entrepreneurial Mindset

Proven leadership skills

Passion for change

Bid & content writing experience

Industry specialist/sector expert

Strategic thinker

ideal person 

Transformational leader

Principal Priorities



Our Principals are experienced transformational managers, and keeping our teams happy, developing people, and building an inclusive and ambitious culture is one of three priorities. We provide a framework for management through quarterly goal-setting as a team, and back-office HR etc., but how you lead your team is down to you. We have a learning culture, and we want to develop everyone. Your team will deliver the commissions you win, and a happy team delivers great client work.

As a senior lead, you will build and maintain relationships with old, current, and future clients. You will direct your team's work, be responsible for quality, overall delivery, and most importantly, making sure your client is happy with our work. This might be a monthly virtual coffee with a long-term client, or it could be dropping into a programme to deliver key high-level workshops. You will form a professional critical friendship with your clients, problem solve on their behalf, and ensure your team delivers.

While the pursuit of money is not our goal, we do need to win the work in order to make the impact, and as Principal, you will be responsible for quarterly income targets to support your team and the wider business. Income is won through many different channels including formal and informal bids, networking, or building a product and taking it to market. How you do this should play to your strengths and our Principals collaborate to win work so we all prosper. Winning work is fun too!

Generating Income

You will

Provide clear strategy to target potential clients

Build your own business unit

Build a product offer

Set the standards for client work

Produce marketing content

Network and speak at events

Spot opportunities and lead on bids

We will provide

£ Back office support and system infrastructure

£ Marketing budget and support

£ Administration support

£ Autonomy, trust and freedom to do your best work

£ Business intelligence and insight

£ Strategic meetings and peer support from fellow principals

Supporting Customers

You will

Position yourself as an expert - not a doer

Not be an Engagement Manager

Be a champion and on their side

Have credibility and be trusted

Be popular and well known

Be purposeful and mindful - an advisor and critical friend

Be adaptable with a quality to empower staff

Be personable and enjoyable to spend time with

We will provide



Freedom and autonomy to build own team



Templates and standards



Coaching skills



Critical friendships



Professional credibility



Regular touch-points



Overview of progress



Problem busting

Supporting Staff

You will

Be a leader - all of the time - brave - an internal expert

Be a source of emotional labour, a safe pair of hands and be looked up to

Be a role model - high standards

Be deliberately developmental

Delegate and empower your team

Handle difficult conversations; be adaptable

Spot talent, nurture and grow your team

Be structured / organised (forward planning capacity)

We will provide



Structure - values - culture



Design unit within



Embedded in Processes / HR machine



Investment in Team Away Days



Good employer brand



Learning and development budget



Good staff

Grading Structure



	Trainee	Consultant / Officer	Manager	Senior Manager	Principal 1	Principal 2	Principal 3	Director
	NLW - £25k	£25k - £30k	£35k - £40k	£40k - 50k	£50k - £60k	£70k - 90k	£90k - £110k	£110k+
<i>Role</i>	<ul style="list-style-type: none"> Supports colleagues on projects 	<ul style="list-style-type: none"> Works directly with clients or internal projects Manage own workload Potentially lead small projects 	<ul style="list-style-type: none"> Manages 1-2 staff, budgets or projects Responsible for project delivery with minimal supervision 	<ul style="list-style-type: none"> Builds relationships, generates income Specialist knowledge Manages 2-5 staff Multiple/complex projects Produces marketing 	<ul style="list-style-type: none"> Income target Develops product offering and leads on marketing in specialist field 2-5 staff 	<ul style="list-style-type: none"> Income target Leads on marketing strategy for own field Speaking at events 5-10 staff 	<ul style="list-style-type: none"> Income Target 10-20 staff 	<ul style="list-style-type: none"> Income target 20+ staff
<i>We Provide</i>	<ul style="list-style-type: none"> Technical training Support / mentoring 	<ul style="list-style-type: none"> Technical training Support / mentoring Opportunities to develop to manager 	<ul style="list-style-type: none"> Training on managing staff 	<ul style="list-style-type: none"> Coaching 	<ul style="list-style-type: none"> Access to BD support 	<ul style="list-style-type: none"> Access to BD support and marketing budget 	<ul style="list-style-type: none"> Dedicated bid writer 	<ul style="list-style-type: none"> Dedicated bid writer

Senior Manager next steps

Module approach to building skills and becoming a Principal Consultant

