

## JOB ADVERTISEMENT– ASSOCIATE PARTNER

<b>POSITION NAME:</b>	ASSOCIATE PARTNER
<b>REPORTING LINE:</b>	MANAGING DIRECTOR
<b>DIRECT REPORTS:</b>	MANAGERS/CONSULTANTS THAT ARE IN ENGAGEMENT MANAGEMENT ROLES (NOT MORE THAN 5)
<b>SUBSIDIARY/ DEPARTMENT:</b>	NTIYISO REVENUE CONSULTING
<b>LOCATION:</b>	CENTURION

### WHO ARE WE?

Ntiyiso Consulting Group is an authentically African and globally wired management consulting firm specialising in all major industries. We deliver sustainable solutions through three subsidiaries, viz. Ntiyiso Revenue Consulting, Ntiyiso Business Consulting and Ntiyiso Industrialization Consulting. Ntiyiso means 'TRUTH' in the Xitsonga language. Therefore, we are naturally inclined to deliver the most trusted solutions to our clients and at the heart of why we exist lies our purpose: to empower institutions that enable Africa's development.

### JOB PURPOSE

To lead the day-to-day execution of a client project while guiding and developing individual team members. Responsible for creating (or identifying) and implementing opportunities for cross- sell, up-sell and on-sell. To take ownership of the overall project and the end results. Uphold governance and fully implement the project in line with the PID (Project Initiation Documents) to ensure positive impact and sustainable results. To perform financial monitoring and ensure that project deliverables are produced consistent with the established budget and are of high quality.

## KEY RESPONSIBILITIES

### CLIENT SOLUTION

- Understands client problems at an organizational and sector level.
- Engage with client at a success level and be the spokesperson of the firm.
- Must coach project managers on project/programme delivery.
- Accountable for delivery of complex projects and programmes within quality, timelines, and budget
- BUILDING RELATIONSHIPS
- Must form long term collaborative relationships with senior clients and be able to engage with all stakeholders at different levels. Is seen as a coach and trusted advisor by senior clients.
- Has conversation beyond current project with client, come up with innovative ideas.
- Mentor the interns and be able to train them where necessary.

### TEAM PLAYER

- Ensures that project teams are engaged and well taken care of
- Acts as a point of escalation to junior resources
- Provides effective coaching and conduct one on one sessions.
- Supports at least 3 project teams.
- Has deep relationships with colleagues.
- Give upward and downward feedback.

### DEVELOPING THE FIRM

- Develops and adheres to a personal development plan.
- Leads firm knowledge building.
- Leads office initiatives.
- Leads firm product development.
- Contribute to firm's strategic direction.

- Always look for opportunities to make profit for the firm.

### GROWING THE FIRM

- Identifies and delivers new opportunities.
- Upsells to existing clients.
- Makes introductions to the firm.
- R150m revenues per annum with a 35% GP
- Develop project managers with potential to become associate partners.

## JOB COMPETENCIES – SKILLS, KNOWLEDGE AND ATTRIBUTES

### Behavioural Competencies

- Deadline driven and high levels of attention to detail.
- Strong interpersonal and communication skills
- Is a caring, outstanding people developer, including of colleagues different from them, in the different areas in the Firm
- Always uses presentations and meetings to trigger constructive and engaging dialogues, establishing a common vision and bias for action
- Ability to break new ground, create opportunities for others.
- Ability to build strong networks and relationships.
- Ability to work effectively with people at all levels in an organization.
- Proactively engages with teams to discuss and address issues with clients or team dynamics, scope, sustainability etc, as a routine problem-solving item
- Creates an inclusive experience in which all colleagues feel they belong and are empowered to build on their strengths
- Builds internal capabilities to strengthen and extend the body of knowledge or expertise
- Shapes and delivers on high client expectations, considering all aspects of impact of the engagement (e.g.; financial, organizational health, customer, capabilities, societal)

### Technical/ Proficiency Competencies

- Project management - Advanced
- Guides team problem-solving to achieve distinctive, realistic and high-impact solutions in an efficient and empathic manner
- Leads engagements to build client capabilities and ownership
- Report and Proposals writing
- Knowledge of technology
- Strategy execution
- Business development
- Exceptional analytical and quantitative problem-solving skills.
- High levels of numerical ability
- Design Thinking
- Advanced financial management

<ul style="list-style-type: none"> <li>Intentionally improves upon our recruiting, learning, development, or reach: or lead geographic expansion; or builds a service line offering/asset, or has a record of broad dissemination which enhances our reputation</li> </ul>	
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QUALIFICATIONS AND EXPERIENCE	
Essential Requirements	<ul style="list-style-type: none"> <li>Degree qualification NQF7 in Finance or business management. (A post graduate qualification is advantageous)</li> <li>Minimum 5 – 7 years’ experience of running projects / business management</li> </ul>
Other Requirements	<ul style="list-style-type: none"> <li>Excellent time management and organizational skills.</li> <li>Must have a valid driver license and own vehicle.</li> </ul>

WORKING CONDITIONS AND SPECIAL REQUIREMENTS	
Shift work, Overtime, Travel, Uniform, Special conditions	From time to time, you will be expected to work long hours and expected to travel
Duration of Employment	Performance-based Fixed Term Contract

**TO APPLY:**

Please send your Curriculum Vitae and proof of qualifications to: [careers@ntiyisoconsulting.co.za](mailto:careers@ntiyisoconsulting.co.za)

**Reference no: AP/ NRC/24**

Available immediately

**CLOSING DATE:**

Monday: 26 February 2024

17:00 (End of Business)