Managing Consultant

Location: Germany
Closing date: 4th January 2021

About us

twentyfifty builds the capacity of global multinationals to understand and address their impacts, enabling them to lead change that benefits business and society. Founded in 2004, we are the most experienced management consultancy working in the field of business and human rights and social sustainability. In our work, we combine in-depth human rights knowledge, organisational development, and change facilitation experience, engaging stakeholders in finding solutions to meet business and society’s needs.

Our client list is exceptional. We work with Fortune Global 500 companies and their industry organisations in the extractives, energy, science and technology, food and agriculture, finance, fashion and retail sectors. A large part of our work focuses on helping these companies to address the challenges of operating in, and sourcing from, emerging economies in a sustainable and rights-respecting way. We are a signatory of the UN Global Compact and the Women’s Empowerment Principles and are a certified B Corporation.

We are experiencing exceptional demand for our services. The trust we build with our clients has served us well in 2020, and on the client side we have seen opportunities opening up to engage at more senior levels and on a wider scale. We are committed as a business to making sure that we deliver impact as well as commercial success, and to ensuring we can deliver powerfully on the opportunities for change that we are encountering. We don’t shy away from the biggest challenges, and work in some of the toughest industries from a human rights standpoint.

We are looking to appoint a number of managing consultants to support the further development of the business. These key individuals will have a critical role in taking twentyfifty forward, developing business with new and existing clients, managing and developing our talented team of consultants and overseeing the delivery of project work. As a Managing Consultant with twentyfifty, you can be confident that you will be bringing your best and making a difference.

Key tasks

Account leadership and delivery

- Delivery of twentyfifty’s core consulting services:
  - Embedding human rights due diligence
  - Assessing impacts on human rights and the sustainable development goals
  - Organisational and institutional development
- Leadership and management of projects, delivering strategic value to clients and driving innovation, predominantly in the technology and industrial sector
- Manage consultants, associates and experts working on client projects to ensure client needs are met and margins realised from project activities
- Develop and facilitate client workshops, multi-stakeholder events and training courses
- Ensure a robust understanding of client’s businesses, organisation, programs, and processes, as well their priorities, key needs and what is deemed most valuable –
alongside a high-level understanding of their social risks and potential for ‘positive impact’.

**Business development**
- Develop commercial strategies to pursue and win new business opportunities
- Develop project proposals and negotiate the sales process with clients
- Develop new client relationships and expand existing relationships
- Provide leadership and support for proposals and contract negotiations
- Engage client’s key stakeholders in periodic reviews of twentyfifty’s service performance

**Team building and collaboration**
- Work collaboratively with the Managing Partners and Sector Leads to develop strategies to optimise the performance of the business
- Co-create and co-lead a strategy for team growth
- Identify emerging talent and work with them to reach their full potential, ensuring that they are developed and given new areas of responsibility.
- Act as a mentor for consulting team members, offering guidance and support to enable them to perform to their full potential.

**We are looking for**

- 10+ years’ experience working at a senior level within an appropriate business function, consulting organisation, or organisation driving social change
- Passion for business as a powerful contributor to sustainable development, plus experience and knowledge of the fields of corporate responsibility and social sustainability (and, ideally, human rights)
- Demonstrable track record of successfully winning, leading, and delivering key projects
- Business acumen to understand business risk and challenges, and recognise opportunities to act more effectively and innovatively in response
- In-depth understanding of the internal drivers of business and key client organisations, with demonstrable experience in leveraging client relationships to open up new opportunities and grow new business
- Collaborative, flexible and able to manage uncertainty - and to assert strong leadership as necessary
- Experience leading, managing, and developing a team
- Adept at working virtually – 1:1, team, and large group – with developed capacity for self-management and self-support
- Resilient and able to work under pressure – balancing multiple demands and delivering against tight project deadlines
- Experience working cross-culturally and internationally

**Candidates must be fluent in written and spoken German and English, candidates not fulfilling this criteria will not be considered**
What we can offer you

- A permanent contract with an initial six-month probationary period,
- Competitive salary and profit share
- Being part of a growing, innovative, and exciting business, leading in its field and seeking to operate responsibly itself
- An international team which is passionate about and committed to sustainability, human rights and systems change
- Flexible and family-friendly working arrangements
- Personal development and training opportunities

twentyfifty is an equal opportunity employer. As a consultancy specialising in human rights, it is particularly important to us to promote inclusion and provide a workplace environment where all staff are treated with dignity and respect. We also recognise that diversity of thought and experience makes us a stronger team. We thus strongly encourage qualified applicants from all walks of life to apply for our positions and work hard to ensure our recruitment decisions are free from bias.

To apply for this position please send a CV and a short (no more than one page) overview of why you want to work for twentyfifty to emma.boyce@twentyfifty.co.uk. The deadline for applications is 4th January 2021.

I'm proud of what we have achieved since 2004. We have built long term relationships with global companies and are working with them on leadership assignments which reach deep into value chains in emerging economies and are delivering real results. Our consultants are getting interesting and stimulating work that they value and that makes a contribution, and we have a sound and growing business - ensuring that we will be here in the long term.

Luke Wilde, Chief Executive twentyfifty ltd.