

## PRINCIPAL CONSULTANT/CONSULTANT

- Organisation:** The Social Innovation Partnership, a social consultancy based in London.
- Job title:** Principal Consultant and/or Consultant
- Contract:** Permanent, following completion of a 6-month probationary period.
- Salary:** Consultant: £30,000 - £40,000 p/a dependent on experience.  
Principal: £38,000 - £47,000 p/a dependent on experience.
- Benefits:** Uncapped profit share bonus calculated and paid quarterly.  
33 days leave p/a (including UK Bank Holidays and mandatory office closure period between 25 December and first working day following the New Year public holiday).  
Pension scheme (2% employer contribution, increasing to 3% in April 2019).
- Hours:** Full time (40 hours per week)  
Consideration will be given to part-time working, flexible working and job share requests.
- Location:** TSIP offices in central London (Victoria) with travel to client sites / remote working.
- Overview:** As a Principal Consultant, or as a Consultant you will plan, deliver and manage complex and high value TSIP projects, working across our five service areas in line with our 2018-2020 strategy from cross-sector clients.
- To succeed in it you will be nimble and adaptive; will recognise opportunities and know how to realise them; and understand the value of engaging people from a diverse set of backgrounds and partnering to achieve aims.
- To apply:** A CV and short cover letter (not more than 2 pages) to [contact@tsip.co.uk](mailto:contact@tsip.co.uk) with the "Principal Consultant /Consultant" as the subject line followed by your name.
- The deadline for applications is the 14th of September 2018. However, we are keen to appoint as soon as possible and may appoint before the deadline if we find a suitable candidate.
- Shortlisted candidates will be invited to an initial interview at TSIP's offices. This interview will involve a practical exercise. It will provide an opportunity to meet current team members and ask questions about the role. A smaller shortlist of candidates will be invited back for a second interview. Candidates may also be asked to take part in 1-2 short phone calls with our senior leadership team as part of the shortlisting process.

## About TSIP

The Social Innovation Partnership (TSIP) is a socially-focused consultancy.

We work with clients across the three sectors: the public, private and social sectors, with the latter including high net worth individuals, not-for-profits, foundations and citizens. Our work is primarily, but not exclusively, in the UK, and we work with leadership teams and decision makers who want to develop social impact propositions.

Our values inform our work and guide us daily:

1. **Action:** We turn ideas into action. Theory is all very well, but it needs to translate into real change. We are uncompromising about the need for our work to have immediate practical value to our clients.
2. **Honesty:** We act as a critical friend. The urgency for social change demands honesty. We deliver frank and often tough messages when others might not, to challenge our clients and the wider sector to do better.
3. **Energy:** We energise creative thinking. Innovation is the surest way to thrive in today's complex and connected world. Unlike a conventional consultancy, we actively engage and challenge our clients to think creatively about their work.
4. **Quality:** We pursue excellence in everything that we do. We set and maintain high standards, because we are as passionate as our clients about social change. We learn from our mistakes to continually improve what we do.
5. **Purpose:** We work only where we can make a significant impact. Deep social change will require leaders to show the way. We partner with impactful organisations that share our vision of a more sustainable and dynamic sector.

## Our Service Model

TSIP partners to make good ideas happen. You will be joining a small core team of staff which we augment with trusted associates to help clients on a journey from insight to impact through a five-part service offering:

1. **Research and analysis:** We support our clients to better understand the issues they work on and the people they work with, using a range of primary and secondary research methods. We conduct interviews and focus groups and administer surveys. We also conduct desk-based market research and evidence reviews. We take a rigorous approach to qualitative and quantitative data analysis.
2. **Evaluation and learning partnerships:** We support our clients to better understand and improve their work, through process, economic and impact evaluations and learning partnerships. We take a theory-based approach to evaluation and advocate for the use of theories of change. We act as a critical friend and support our clients to take a reflective and developmental approach to their work.

3. **Workshop facilitation and training:** We support our clients to build capacity in our areas of expertise through practical training session and enable diverse stakeholders to engage with social programmes and policy through workshops. We also facilitate C-suite level meetings directly including AGMs and Board sessions.
4. **Strategy and design:** We support our clients to develop new strategies for their work and to design systems and programmes that can help them to achieve their aims. We see value in co-production and user involvement. We facilitate co-design processes for social programmes.
5. **Programme delivery:** We support our clients to deliver work and to act on our recommendations by providing practical support through implementation and by taking on a project management role. We also deliver our own grant-funded programmes. Currently this work is focused on enabling civil society participation in government decision-making and developing technology to support rough sleepers.

## Strategic themes

We address social challenges with ingenuity and ambition in line with our mission and strategic themes. We are currently looking at the role of physical “civic hubs” as nodes for innovation around which communities can form and services be framed. We are also developing a strategic theme around understanding the social implications of what the future of work will look like.

## Role description

We would like to recruit someone with a passionate interest in social issues. You will be joining a small and growing team, so should expect to work in a dynamic and fast-paced environment and on varied projects and learn new skills.

Joining TSIP as a Principal Consultant or a Consultant at TSIP you will contribute to delivery of projects, business development and potentially line manage team members at Analyst level.

- At least four years (Consultant) or six years (Principal Consultant) of work experience is a guide for these positions. Prior consulting experience is valued, but we are also particularly interested in hearing from people who have been affected by social issues and are now interested in addressing them as well as people with prior experience of working on employment policies or programmes.
- Prior experience of managing and delivering large projects with a value upwards of £50,000 per year. A demonstrable ability to work in team is an essential component of this and whilst prior line management experience is desirable, it is not required.
- Prior experience of managing and delivering multiple projects simultaneously alongside balancing business development and playing a leading role in shaping proposals and building new client relationships.
- Expertise in at least one of our service areas as outlined above (e.g. you could be particularly skilled in impact evaluation or programme management or facilitating workshops)
- Expertise across our competency areas: Team working and people management; Engaging others and building relationships; Project management; Research; Analysis; Facilitation; Written communication; Oral communication; Technology; Commercial awareness; Business development.