

Position Description

Senior Consultant, Think Impact

Think Impact makes all hiring decisions based on the ability to perform the job requirements and alignment to our purpose and values. Our work requires the ability to understand and represent a wide variety of lived experiences and believe a diverse team helps equip us to deliver better results. We actively work to provide a safe and supportive workplace where everyone feels they belong.

Tenure:	Ongoing
Usual hours of work:	Think Impact offers flexible working arrangements. The role can be full-time (37.5 hours) or can be tailored for people able to work 3+ plus days per week or more.
Based:	Melbourne
Salary range:	\$100,000 – \$125,000 plus superannuation based on skills and experience. Plus annual profit sharing bonus.
Position reports to:	Think Impact Director or Associate Director

About Think Impact

Think Impact is a specialist social impact and sustainability management consultancy that supports, enables and inspires organisations to manage for better impact. Our work includes impact measurement, impact-led design, impact evaluation, sustainability strategy and reporting, ESG analysis, social valuation, stakeholder engagement and change management. Think Impact is a certified [B-Corp](#) and is motivated by the desire to see positive change in the world, where organisations create long-term value that benefits all.

We are a small but growing team with a flexible, supportive and fun culture that encourages and supports learning. We have a flat management structure, operating in small project-focused teams to deliver the best results for our clients. Our working style encourages people to contribute their individual interests and perspectives and contributing to ‘on the business’ development in areas that are most meaningful to them. Each team member is appointed a ‘contribution manager’ with regular engagement to support learning, professional development and wellbeing in the workplace. Our office is located in a great co-working space in North Melbourne, mixing with a wide range of organisations that reinforce our commitment to create positive social change. We can also accommodate working from home and have systems in place to support this.

Our values are core to how we work:

- **Persistence:** What we do is not easy. We value the ‘how’ and ‘why’ over the ‘why not’. We don’t give up.
- **Rigour:** Our decisions and guidance are based on sound evidence, high standards of research and an understanding of broader systems. We care about quality.

- **Inclusivity:** We ensure that all voices are heard. We seek to develop systems and economies which work for all. We recognise that views different from our own are valuable. We value diversity in all forms.
- **Discovery:** We are excited by new ideas and support their development as a team. We recognise change is not always welcome or popular. We are not afraid to stand out from the crowd.
- **Energy:** We act with a sense of controlled urgency and nurture positive energy. We are dynamic. We support each other to live positive lives.

Our culture encourages team members to be driven by purpose, self-manage and bring their 'whole selves' to work. Our goal to support our people to live with purpose and fulfillment.

For more information about us, see our [2020 Sustainability Report](#).

About the role

As a Senior Consultant at Think Impact you will be assisting business, government and for-purpose organisations to understand, communicate and transform their impact. You will be working in a fast-paced environment where we work to the needs and circumstances of our clients, adding value to our team through your experience in Environmental, Social and Governance (ESG) factors and strong project management skills. You will work with clients who are seeking to address complex social and environmental challenges.

In our team-oriented and client-centred environment, everyone is expected to pitch in to deliver and work flexibly to meet the demands of our clients.

The responsibilities of the role include:

- **Project management** (including team, budget and client management) of all aspects of your projects, ensuring they are delivered to high quality and on budget/in time.
- **Drawing on relevant knowledge and technical expertise** to deliver quality services to clients.
- **Proposal development** ensuring that we deliver high-quality proposals to potential clients.
- **Supporting business development** through accessing networks to promote the work of Think Impact or develop new products or services.
- **Contribution to business management** through taking responsibility for an area of 'on the business' development that assists in improving quality, productivity, efficiency, learning or influence.

About you

You are passionate about making the world a better place, and willing to put in the effort required to make genuine, lasting, systemic change. You are comfortable with the uncertainty and exploration that comes with pushing the boundaries of current thinking and approaches to change systems. You are confident in the core business of consulting: **solving problems**. You are confident in your ability to juggle multiple projects and get things done. You are a team player.

Building on a core skill set including stakeholder engagement, research, data analysis and conceptual thinking, it is essential that you have:

- **Experience:** a minimum of eight years work experience, including a minimum of three years experience in consulting (or similar) environment.
- **Technical expertise:** practical experience with social impact and sustainability concepts and frameworks, with knowledge of environmental issues related to the circular economy and climate change are highly regarded.

- **Project management skills:** well-established abilities in designing, managing and delivering projects within agreed objectives and timeline. Emphasis is placed on experience managing teams and budgets.
- **Advanced Excel skills:** It is critical that you can demonstrate a high level of proficiency in Excel and proficiency in other MS Office tools. Experience with other tools such as Tableau, Canva and Lucid Chart is desirable.
- **Stakeholder engagement:** skilled in stakeholder engagement, particularly managing projects and environments that balance the needs and perspectives of multiple stakeholder groups.
- **Communication skills:** ability to tailor communication (written, verbal and visual) to obtain or communicate information, insights and ideas with a demonstrated ability to persuade and motivate people around complex issues.
- **Initiative:** ability to proactively manage your own workload. You can prioritise what needs to be done and respond with 'how' rather than give reasons 'why not'.

Please highlight any of the following in your application: training or experience in sustainability reporting, materiality assessments, impact measurement, Social Return on Investment or cost-benefit analysis.

Employment information

- Applicants must have the right to work in Australia.
- All employees are subject to a six-month probationary period.