

## **Position Families**

### **Strategic/Organisational Consulting (series 200 codes)**

Strategy consultants work with organisations to determine long-term goals given their current market position and environmental realities. They identify business opportunities and potential growth areas for companies and develop action plans for organisations to achieve their long-term objectives. They are aware of best practices and can assist clients in adopting them. These consultants have in-depth knowledge of business processes and are able to translate end result ideas into day-to-day activities designed to meet these goals. Often they have specific industry experience or knowledge, which makes them particularly valuable to clients.

### **Business Process Consulting (series 300 codes)**

Business Process consultants work with organisations to redesign business processes. They are able to provide clients with management consulting on organisation redesign and new business processes. In addition, at the highest levels these consultants provide clients with consulting on other effects of new business processes. These consultants may possess a high degree of industry knowledge and may have specialized knowledge in the areas of supply chain management, CRM, or call center architecture.\* This function will be split by technical/non-technical and reported all ways in the report.

### **Information Technology Consulting (series 400 codes)**

Information Technology consultants work with organisations to implement new information systems. These consultants have the technical skills necessary to implement new information systems and/or replace existing systems. These consultants may customize software to meet client needs. Junior analysts and Analysts are not responsible for determining the fit of the new information systems with business strategy, they are solely responsible for the technical project of developing an operable information system. IT consultants may have focused knowledge of a specific technology or industry. Possible areas of specialization may include, but are not limited to, data architecture, electronic commerce, SAP, Oracle, data warehousing/mining, or PeopleSoft.

### **Business Development (series 500 codes)**

Business Development consultants sell the company's consulting solutions. These consultants look for additional project opportunities with existing clients and new opportunities with potential clients. They market their company's consulting capabilities and discuss clients' evolving needs to help determine the clients possible future directions. These consultants may have a technical background in order to effectively sell IT projects, but may or may not be involved in the actual project work. May include outsourcing solutions.

### **Program/Project Management (series 600 codes)**

Program/Project Management involves the management of consulting projects which have strategic importance for the organisation. Involves identifying necessary project resources and negotiating support from technical and user levels. This group of professionals is responsible for the development and implementation of project management plans through the provision of project scheduling, monitoring, reporting and forecasting.

### **Resource Management (series 700 codes)**

Performs recruiting and sourcing of experienced professionals in a consulting services environment. These consultants have knowledge in technical recruiting and compliance with related regulations. They utilize appropriate avenues in recruiting (e.g., advertising, direct contact, employee referrals, research firms, employment agencies, and position fairs) for varying levels of candidates. Optimizes and manages utilization with proactive capacity planning, including identifying the need for specific skill sets.