

# More

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## Job Description: Consulting Partner

We are seeking to appoint consulting partners in two distinct areas:

- A. Those who have significant experience in leading large campaigns, with an emphasis on major gift fundraising, most likely either in the higher education or arts/culture sectors, and;**
- B. Those with significant experience in leading large public / community fundraising programmes in the wider charity sector, including health and NGOs.**

However, we know that regardless of the context in which our consultants work, there are key attributes that we seek in all consulting partners. The following attributes and expectations are typically developed by Partners who join us at this level:

- Confident and empathetic leaders and communicators, able to take people with them and inspire trust and commitment amongst clients and across the More community.
- Have a deep understanding of the competences, activities and outcomes involved in working with clients, and maintain a positive high profile externally.
- Lead the planning and execution of large, complex client and company projects. This includes playing a leadership role in a key aspect of the running of our company, sharing senior management experience with a view to demonstrably improving company performance.
- Are responsible for ensuring that client work, and proposed work, is of a consistently high quality, and has the highest chance of creating positive change.
- Are highly skilled at building and managing long-term client relationships and spend effective time winning client work.
- Have experience of designing and managing organisational change successfully, balancing sensitivity and inclusivity with an approach that is pragmatic and delivers results.
- Are highly commercially aware and literate, with experience of business and financial management, including managing high level risks.
- Are effective leaders of teams with strong strategic and organisational skills.
- Take the lead in solving problems and meeting challenges, including having difficult conversations and exemplifying a mature approach.

## **Fundraising Consultants. And More.**

- Are experienced in designing and executing strategic plans in ways that include, inspire, engage and empower people.
- Maintain a focus on objectives and outcomes – are determined drivers of progress.
- Take a proactive approach to their own learning, keeping up with developments in relevant fields, and actively supporting the learning of others.

Our community is made up of people with diverse experiences and career paths, but over the years we've also learned that there are some key competencies that bring impact, quality, and skill to our work.

<p><b>Emotional Intelligence</b>  <i>Building and managing relationships is central to the work More Partners do. It is something they enjoy and are often naturally skilled at. Self-aware and comfortable in their own skin, they can demonstrate an attitude towards others that is both personable and flexible.</i></p>	<p><b>Industry Expertise</b>  <i>More Partners are deeply experienced in fundraising and related advancement disciplines. They can talk about the broad principles and philosophy of fundraising and equally engage in the details. They also understand the nature of the role of consultant within the sector.</i></p>
<p><b>Collaborative Mindset</b>  <i>Because they value different perspectives and a breadth of experiences, More Partners seek to consult and collaborate and to make the most of team work, contributing effectively themselves and bringing out the best in others.</i></p>	<p><b>Analytical Capability</b>  <i>Collecting, manipulating, and interpreting information is at the heart of the work we do. More Partners have the capability to bring lucidity and clear, incisive thinking to complex material, whether qualitative or quantitative.</i></p>
<p><b>Leadership</b>  <i>Making change happen requires ambition, energy, and presence. Whether with clients or within the firm, More Partners are often inspirational to others. They work to develop the authority, wisdom and persuasiveness of talented leaders.</i></p>	<p><b>Teaching and Coaching Abilities</b>  <i>More Partners work with and through the client. Their ability to listen actively and ask the right questions, combined with their deep knowledge of the needs of the fundraising workforce, place them a strong position to help people grow in their roles.</i></p>
<p><b>Strategic Flair</b>  <i>More Partners have the ability to take a panoramic view of an issue, see where the biggest impact can be made and be clear about the steps big and small that will get us there. They are mindful of the long term and understand how to deliver lasting change.</i></p>	<p><b>Communication Skills</b>  <i>More Partners strive to be precise in expressing their thinking both orally and in writing to others, using language carefully and adapting it to different styles of engagement. They tend to think before they speak, considering the impact of what they say.</i></p>
<p><b>Global and Cultural Intelligence</b>  <i>More Partners are sensitive to the perspectives of those who work in sectors, cultures and regions different from their own and are interested by them. They are alert to the possible limitations of their own experience and comfortable working across boundaries, adapting their approach as required. They may be helped in this attitude by having themselves worked in a range of geographies and contexts.</i></p>	<p><b>Project Management</b>  <i>The nature of More consulting and company projects requires focus, discipline and a methodical approach. More Partners are proficient at providing and following a structure for working with colleagues and clients.</i></p>

## Diversity and inclusion at More Partnership

In partnership with our clients, we demonstrate every day that philanthropy is a powerful force for advancing equality, diversity, and inclusion. A society with these ideals is better for us all. This is central to our work across continents.

It is also fundamental to how we do it. Diversity and inclusion are threaded through our values. This commitment is expressed, for example, through the assignments we select to undertake, and in our daily interactions with clients and with each other. Above all, at our heart we are a democratic, participative, and inclusive company. Each member of our team, whether they are a consultant, or behind the scenes in our busy central team, has an equal say in the decisions we make. Our culture is shaped by the joy we discover in our individual differences, life experiences, self-expression, and talents. All our consultants have a relentless appetite to learn and to grow – and to challenge themselves.

We do this best when we connect with diverse perspectives, experiences, and ideas; those that come from within our community, and from our clients. We have started a process to better understand our staff diversity, so we can consider how to improve it. This includes, but isn't limited to, recognising that we currently have a higher proportion of males compared with females; that we lack ethnic diversity; and that we also that we need to ensure we are an attractive and inclusive employer for people with disabilities. We are committed to encouraging and nurturing interest in these roles from those groups currently under-represented in our community.

## Remuneration

Consulting partners are home-based with a financial allowance for IT and office costs, with regular travel to / within the UK. Most partners also enjoy some international travel during a typical year. We expect to appoint on a salary scale from £80k to c. £100k, dependent on experience and potential for high performance. The company also has an annual bonus scheme, which Partners can benefit from depending on our collective performance and individual contributions, and a dividend scheme. Partners become Equity Partners after one year, thereby having shared ownership of the company, with each Partner receiving an equal dividend dependent on the year's financial performance.

Employees also receive a contributory pension (paid into the company workplace pension, or into a personal pension scheme), enjoy flexible working (with 25 days of annual leave with an additional eight public holidays) and paid absence for e.g. ill health, parental leave. There are, of course, many other benefits and advantages to working at More, as we hope you'll gather from the wider information that is available.

**Further details about the role and how to apply can be found [here](#).**