



**Executive Brief:**  
**Manager Consulting**  
**SRI Executive**



**SRI Executive**  
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# About Us

SRI Executive is a people-centred, values-driven organization. We appreciate the unique contributions of every one of our team members. We are looking for people who add to the culture of our team, not just those who are a 'culture fit'. Every individual contributes something unique to our team and together we are characterized by a strong team spirit and deep commitment to the work we do. Our team has co-created a set of values which represent what we care about and why.

**We are committed:** We are dedicated to consistently delivering for each other and for our clients. We create space to learn, grow, adapt, and innovate to meet the changing needs of our team and our clients.

**We collaborate:** Collaboration is at the heart of our organisation and its success. We build strong partnerships within our teams and with clients, working towards a common purpose.

**We act with integrity:** We maintain a high standard and adhere to personal and professional ethics. We build trusting and transparent relationships with our clients and with each other.

**We are genuine:** We recognise the individuality of our team. We believe that by valuing each person's unique addition to our organisation and creating space for them to be their authentic selves, we can realise the full potential of our people.

If these resonate, we would love to hear from you.





## About Our Consulting Practice

Our consulting practice supports organizations to maximize their impact. We do this by working with our clients to build fit-for-purpose strategies, increase the effectiveness of organizational design and development, and embed strong governance and leadership. Our clients include development agencies, foundations, and NGOs, including several highly complex member-based organizations. Some of our recent clients include the Global Green Growth Institute (GGGI), WWF International, Fairtrade International, the Hewlett Foundation, the Green Climate Fund, Gavi, the Vaccine Alliance, and HelpAge International.

As a Consultant, you will work with a high-performing, integrated team which supports on a wide variety of clients and delivers a range of assignments focusing on strategy development, organisational design and development, governance and advisory services. You will have a diverse range of broad experiences which will give you continuous learning and development opportunities.

This growing team focuses on building strong relationships which will ultimately help our clients deliver their mission. Due to the variety of services we provide to our clients, the work requires a high level of adaptability, flexibility and innovation.





## Role Purpose

As a Manager – Leadership in our Consulting Team, you will play a key role in the continued growth and future of SRI Executive’s Consulting division. You will lead, develop, and build our high-performing, integrated team that delivers a range of assignments and advisory services that will include:

- Strategy development and implementation
- Organisational design and development
- Governance
- Leadership

You will work on diverse assignments that will give you continuous learning and development opportunities and exposure to a broad group of mission-driven organizations, their staff, and their leaders. You will play a central role in delivering exceptional service to our clients and will support the development of our growing client-base and team. You will lead the design and delivery of projects with the opportunity for ongoing technical and thematic development from our clients and as part of the wider SRI Executive organization.

# Major Duties and Responsibilities

- Review the wider leadership consultancy market, converge trends, audit SRI suites of services, and position accordingly;
- Review and further develop between 3-5 innovative, client services that optimise SRI Consulting's market position, ensuring this suite of services is executed the “SRI way” with lasting impact for a client and accredited where feasible;
- Draw up a market strategy with supporting material, a business development plan, and an outreach plan;
- Develop and enhance the team of internal and external experts to support delivery, suite development, and outreach, ensuring they are respected experts and trusted partners;
- Ensure our assessment tools and methodology are best in class to support client needs;
- Lead an agreed number of major delivery programmes per year to ensure annual revenue and margin targets are achieved;
- Take accountability for the delivery of multiple projects to quality standards, client expectations, and budget allocation for the Leadership suite of services, and other areas based on the capacity of the overall team;
- Perform the role of key client relationship owner and lead facilitator for the Leadership Suite, and other areas based on the capacity of the overall team;
- Provide day-to-day management of project delivery team (s), contribute to the development of the Consulting team, and oversee the development of internal processes and best practices;
- Keep up-to-date with key sector and technical developments for ongoing client delivery and team development, helping to position SRI as a thought-leader in the sector by contributing punchy content that reflects the client perspective as well as case studies of our work;
- Contribute to recruitment and training of project and practice teams.



# Expertise

- 8+ years' experience in the field of leadership development or governance;
- Ideally, an Organisational Psychologist or holder of a leadership Development accreditation or qualification, such as EMCC/ICF coaching accreditation, BPS Level 2 psychometric assessment accreditation;
- Experience in designing and delivering leadership development programmes/interventions;
- Strong and relevant networks to support business development, programme design, and delivery;
- Track record of successful business development within the global development sector (desirable);
- Experience in management consulting, facilitation, and proposal writing (preferred);
- Experience working in social impact, international non-profit, or public sector (preferred);
- Qualitative and quantitative research methods, analytical techniques including desk research, focus groups, interviews, and surveys;
- Highly proficient user of MS Office with a strong emphasis on PowerPoint and Excel;
- Proficient with project management tools, best techniques and processes (desirable);
- Additional working language, French or Spanish an advantage



# About You

You will be a natural leader and an enthusiastic team player with an entrepreneurial spirit who is comfortable working in a fast-paced environment. You will have excellent attention to detail, and strong project and time management skills. Other desired attributes include:

- Well-developed interpersonal skills and the ability to quickly gain and maintain credibility with senior leaders working across all sectors;
- A high degree of emotional intelligence and the ability to work collaboratively with diverse teams and clients;
- Be business savvy and interested in growing a business;
- Excellent communication skills with the ability to present information in an insightful and structured manner, both written and oral;
- Trustworthy, with strong integrity and reliability, and is always respectful to others;
- Intellectual curiosity and rigour and able to create an environment for creative thinking;
- Strong analytical, problem-solving, and critical thinking skills and well-organized with exceptional attention to detail;
- Takes responsibility for individual and team outputs, demonstrating exceptional quality standards;
- High level of agility, eager to develop new skills and areas of expertise;
- Ability to lead and contribute to business development through support bids for new business;
- Global approach and ability to work with a virtual team;
- Interest in Global Affairs and the Global Development Sector;
- Flexibility to travel to client sites;





## Join Our Team

SRI Executive offers career opportunities that are both intellectually challenging and have a positive impact on the world we live in. We partner with leading global mission-driven organisations to place and develop top leadership talent and co-create impactful strategies. By joining our team, you will be able to do what you are naturally good at, enhance your skills and knowledge, and continually grow and develop in your role.

The Manager - Leadership position is a full time remote working role. Travel is anticipated up to 25% of the role. Candidate based in Nairobi (preferred) or East Africa (considered). Please apply with CV and Letter of motivation to Anne Waithera at [SCA\\_Strategy@sri-executive.com](mailto:SCA_Strategy@sri-executive.com).





## Privacy Policy

Your privacy is important to us. You can view SRI Executive's Privacy Policy [here](#). Thank you in advance for your cooperation.



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