

---

**POSITIONS LIST :**

---

Aon.PRO.90700.6 [Associate Consulting Director/Associate Partner](#)  
Aon.PRO.90700.5 [Principal Consultant/Senior Manager](#)  
Aon.PRO.90700.4 [Senior Consultant/Manager](#)  
Aon.PRO.90700.3 [Consultant](#)  
Aon.PRO.90700.2 [Associate Consultant/Analyst](#)  
Aon.PRO.90700.1 [Graduate](#)

---

**POSITION DESCRIPTION**

---

**Position Title:** Associate Consulting Director/Associate Partner  
**Position Code:** Aon.PRO.90700.6  
**Career Level:** 6

---

**Responsible for**

Developing new client work for the firm with existing clients and through new client opportunities. Providing high level chargeable services to clients in the development of strategic business solutions and insights or technology systems aligned to projects, consulting assignments or designing and implementing business solutions.

**Reports To**

Corporate Professional Services Manager/Senior Partner/Global Practice Leader/Board.

**Supervises**

Teams of Senior Managers, Managers, Consultants, and Analysts across multiple, diverse and complex projects.

**Main Activities**

- Developing and leading a practice, engagement teams, and client relationships.
- Being accountable for multiple and complex work assignments, project budgets, delivering within timeframes, and short/long term resource planning.
- Designing and developing very high quality and distinctive business solutions.
- Evaluating customer's business needs, thus contributing to strategic planning of information systems facilities and software directions.
- Preparation of major strategic proposals.
- Managing a team of consultants (largely dependent on the size and scope of client project).
- Instrumental in bringing projects experience difficulties to a successful conclusion.
- Performing rigorous analysis to identify potential value creating opportunities, developing cohesive conclusions, and presenting key findings at the executive level.

**Key Skills**

- Specialist knowledge/leading expert/authority in and across industry segments.
- Leading understanding of broad business issues.
- Ability to develop new consulting techniques and methods.

**Internal Contacts**

Industry and Product Marketing Managers, Project Managers, Development Specialists, Product Specialists.

**External Contacts**

Customers at the senior executive level, industry specialist consultants and peripheral suppliers.

**Typical Experience**

At least 15 years of experience in relevant specialised business areas and/or consulting. Minimum of 10 years experience in consulting, engagement/project management, and/or business and resource management. Will often be MBA qualified with superior academic achievement, demonstrated success in a team environment. May also have over 5 years working at a top tier consulting firm.

**Other Comments**

This role requires a blend of technical, commercial and consulting skills. Alternative Title: Associate Director/Partner - Strategic Business, Technical, IT, Human Capital (Change Management) and/or BPR, Tax, Audit, Corporate Recovery, Sustainability and Climate Change.

---

**POSITION DESCRIPTION**

---

**Position Title:** Principal Consultant/Senior Manager  
**Position Code:** Aon.PRO.90700.5  
**Career Level:** 5

---

**Responsible for**

Developing new client work for the firm through new opportunities and existing clients. Providing high level chargeable services to clients in the development of strategic business solutions and insights or technology systems aligned to projects, consulting assignments or designing and implementing business solutions.

**Reports To**

Associate Partner or Partner.

**Supervises**

Managers, teams of Snr Consultants, Consultants, and Analysts across multiple projects.

**Main Activities**

- Designing and developing high quality business solutions and other projects.
- Evaluating customers' business needs, thus contributing to strategic planning of information systems facilities and software directions.
- Managing all or part of a relationship with a client, including change management, account planning, and development of key relationships to lead to follow-on work.
- Managing a project team, including project scoping and definition, work plan development and implementation, meeting preparation and facilitation and project financial management.
- Planning and coordinating resources necessary to complete product implementation and preparation of major strategic proposals.
- Performing rigorous analysis to identify potential value creating opportunities, developing cohesive conclusions, and presenting key findings at the executive level.
- Leading a team of consultants (largely dependent on the size and scope of client project).
- In some cases may be accountable for multiple and complex work assignments, project budgets, delivering within timeframes, and short/long term resource planning.

**Key Skills**

- Specialist knowledge of several industries or segments.
- Strong analytical skills.
- Project Lead experience.
- Recognised as leading expert in specialty area.
- Good understanding of broad business issues.

**Internal Contacts**

Industry and Product Marketing Managers, Project Managers, Strategic Consulting Specialists, Product Specialists.

**External Contacts**

Customers at the middle/senior management level, industry specialist consultants and peripheral suppliers.

**Typical Experience**

At least 10 years of experience in relevant specialised business areas and/or consulting, with a minimum of 5 years experience in consulting, engagement/project management, and/or business and resource management. May hold an MBA and will have superior academic achievement and demonstrated success in a team environment.

**Other Comments**

This role requires a blend of technical, commercial and consulting skills. Some have moved into computing from commerce. Alternative Title: (Senior) Principal Consultant - Strategic Business, Technical, IT, Human Capital (Change Management) and/or BPR, Tax, Audit, Corporate Recovery, Sustainability and Climate Change.

---

**POSITION DESCRIPTION**

---

**Position Title:** Senior Consultant/Manager  
**Position Code:** Aon.PRO.90700.4  
**Career Level:** 4

---

**Responsible for**

Developing new client work for the firm through existing client opportunities. Providing chargeable services to clients in the development of strategic business solutions and insights or technology systems aligned to projects, consulting assignments or designing and implementing business solutions.

**Reports To**

Senior Manager, Associate Partner or Partner.

**Supervises**

May manage team of Consultants/Analysts or provide guidance to peers and less experienced consultants.

**Main Activities**

- Designing and developing larger high quality business solutions and other projects.
- Evaluating customer's business needs, thus contributing to strategic planning of information systems facilities and software directions.
- Being accountable for defined work assignments often involving immediate action or short term planning of human and other resources.
- Planning and coordinating resources necessary to complete product implementation and assisting in preparation of major sales proposals.
- Performing rigorous analysis to identify potential value creating opportunities, developing cohesive conclusions, and presenting key findings at the executive level.
- In some cases may be accountable for multiple and complex work assignments, project budgets, delivering within timeframes, and short/long term resource planning.

**Key Skills**

- Specialist knowledge of one or more industries or segments.
- Strong analytical skills.
- Team Leadership experience.
- Recognised as expert in specialty area.

**Internal Contacts**

Industry and Product Marketing Managers, Project Managers, Strategic Consulting Specialists, Product Specialists.

**External Contacts**

Customers at the junior/middle management level, various industry specialist consultants and peripheral suppliers.

**Typical Experience**

6 - 10 years experience in relevant specialised business areas and or consulting, with a minimum of 2 years experience in consulting, engagement/project management, and/or business and resource management. May hold an MBA. Demonstrated success in a team environment.

**Other Comments**

Alternative Title: Senior Consultant - Strategic Business, Technical, IT, Tax, Audit, Corporate Recovery, Sustainability and Climate Change; Human Capital (Change Management) Manager, BPR Manager.

---

**POSITION DESCRIPTION**

---

**Position Title:** Consultant  
**Position Code:** Aon.PRO.90700.3  
**Career Level:** 3

---

**Responsible for**

Providing an externally-facing service to clients in the development of industry specific strategic business solutions aligned to projects and consulting assignments.

**Reports To**

Professional Services Manager, Senior Manager/Manager or Partners.

**Supervises**

Provides guidance to less experienced Consultants/Analysts.

**Main Activities**

- Providing evaluations of customer's business needs comprising differing product options.
- Liaising with customers on basic consulting and conducting of preliminary investigation and transaction analysis of project reviews.
- Management of specific small defined work assignments/projects often involving immediate action or short term planning of human and other resources.
- Designing and developing high quality business solutions and other projects.
- Evaluating customer's business needs with input to strategic planning of business processes and directions.
- Assisting with the preparation of sales proposals.
- Identification of potential follow-on business opportunities.

**Key Skills**

- Specialist level competence/knowledge in industry and/or strategy experience.
- A strong understanding of industry dynamics, value creation opportunities, and use of strategic processes for competitive advantage.
- Fully competent in one or more related areas with strong analytical skills.
- At least one area of expertise, with the ability to contribute in a number of areas outside of specialty.
- Understanding business/organisation/marketing context of business solutions.
- Proven leadership ability.
- Strong interpersonal and communication skills.

**Internal Contacts**

Industry and Product Marketing Managers, Project Managers, Strategic Consulting Specialists, Product Specialists.

**External Contacts**

Customers, industry specialist consultants and peripheral suppliers.

**Typical Experience**

At least 3 - 6 years work experience in relevant specialised business areas and/or consulting, with proven experience in superior problem identification, structuring, and analysis. B.A. or B.S. degree in Finance or Economics (or equivalent).

**Other Comments**

Alternative Title: Consultant - Strategic Business, Technical, IT, Human Capital (Change Management), Tax, Audit, Corporate Recovery, Sustainability and Climate Change.

---

**POSITION DESCRIPTION**

---

**Position Title:** Associate Consultant/Analyst  
**Position Code:** Aon.PRO.90700.2  
**Career Level:** 2

---

**Responsible for**

Assisting in providing an externally-facing service to clients relating primarily to projects, strategic consulting assignments.

**Reports To**

Professional Services Manager, Consultant, Manager, or Senior Manager.

**Supervises**

No supervisory responsibilities.

**Main Activities**

- Assisting in the design and development of high quality business solutions and other projects.
- Providing evaluations of customer's business needs comprising differing product options.
- Being accountable for specific small defined work assignments/projects often involving immediate action or short term planning of human and other resources.
- Assisting with the preparation of sales proposals.
- Identification of potential follow-on business opportunities.

**Key Skills**

- Broad academic knowledge strategic consulting, business management and/or business concepts and products.
- Analytical and consulting skills.
- Technical skills requiring further development.

**Internal Contacts**

Industry and Product Marketing Managers and Product Specialists, Project Managers.

**External Contacts**

Customers at an operational level.

**Typical Experience**

University or college graduate, usually in a business discipline, with at least 1 - 3 years relevant technical experience.

**Other Comments**

---

**POSITION DESCRIPTION**

---

**Position Title:** Graduate  
**Position Code:** Aon.PRO.90700.1  
**Career Level:** 1

---

**Responsible for**

Assisting in providing an externally-facing service to clients relating primarily to projects, strategic consulting assignments under close supervision.

**Reports To**

Professional Services Manager, Consultant, Manager, or Senior Manager.

**Supervises**

No supervisory responsibilities.

**Main Activities**

- Assisting in the design and development of high quality business solutions and other projects.
- Providing evaluations of customer's business needs comprising differing product options.
- Being accountable for specific small defined work assignments/projects often involving immediate action or short term planning of human and other resources.
- Assisting with the preparation of sales proposals.

**Key Skills**

- Broad academic knowledge of strategic consulting, business management and/or business concepts and products.
- Analytical and consulting skills.
- Technical skills requiring further development.

**Internal Contacts**

Industry and Product Marketing Managers and Product Specialists, Project Managers.

**External Contacts**

Customers at an operational level.

**Typical Experience**

University or college graduate, usually in a business discipline, with minimal or no previous technical experience.

**Other Comments**

---