

Engagement Manager/ Associate Principal Role Description

Detailed Description- Engagement Manager

Engagement Managers in the North American offices run engagement teams serving clients on a wide variety of issues. Engagement Managers lead teams typically consisting of 3 to 6 associates, business analysts, Project Managers, consultants, subject matter experts, subcontractors, preferred partners and client resources under the guidance of a LAMAC Group partner/executive. Engagement Managers are usually assigned to an engagement full-time for 2-12 months. To ensure the success of the engagement, this role's responsibilities include:

- Identifying issues, forming hypotheses, designing and conducting analyses, synthesizing conclusions into recommendations and helping to implement change.
- Overseeing the management of Project Manager's project change management plans for assignments.
- Guiding data teams internally and externally with client and third party interviews, data collection, data processing, analysis and reporting.
- Conducting client and new hire training on LAMAC's Project and Change Management methodology and general industry related tools and history
- Assigning work to and coaching other LAMAC team members
- Managing the day-to-day interactions with client team members.
- Structuring and creating factual, compelling, message-driven written documents to present to clients.
- Leading discussions with and presenting to senior client leaders.
- Proactive relationship management with clients.
- Mentoring junior members of the team.
- Taking a leadership role in the growth of LAMAC Partners/Owners/Senior executives through: training new team members, preparing client proposals, marketing/sales/business development activities and actively participating in client, vendor and staff recruitment.

Vice President/Associate Principal

When ready, Engagement Managers assume the role of Associate Principal where they play an expanded leadership role on multiple engagement teams at any one point.

Desired Skills:

At LAMAC our people are our greatest assets. Ours is a culture of community and we pride ourselves on our relationships internally and externally. We seek highly motivated people with outstanding academic credentials and a strong record of extracurricular activity, professional accomplishment, and team leadership. In addition, we place high value on relevant personal qualities: resourcefulness, responsibility, tenacity, independence, energy, and self-confidence.

Engagement Managers must be able to work effectively at all levels of an organization - with client team members, partners, and senior executives - so strong interpersonal skills are a must.

Background/Education:

- Project Management and Change Management experience.
- Project Management and Change Management certified.
- Achieved Bachelor's degree. MBA desirable or graduate degree in Organizational Development preferred.
- Demonstrate sound business insight, impressive career development, and business acumen and relationship management skills.
- Consulting expertise, studied and worked in a consulting related field, with experience in both consulting and leading strategy for a large organization desirable.
- Senior-management level business experience at Director, VP level or above.
- Experience managing and leading teams.
- Creative problem-solving skills: strategic, insightful thinking, client-focused perspective
- Ability to work in fast-paced environment to meet deadlines in compressed timeframe situations with attention to detail and quality of work.
- Superior verbal and written communication skills; ability to work effectively with all levels of LAMAC organization and staff and comfort with client and vendor site presence.
- Willingness to travel regularly.
- International work experience.
- Passionate, high-energy, self-starter with entrepreneurial mindset; action and result-oriented.