



## **Junior Manager – Talent Team**

*This is a great opportunity for an individual with a background in top-tier strategy consulting to help drive the “people-engine” of the most successful independent consultant firm in the world. Due to continued high growth, we want to further build our in-house team by recruiting someone who has strong problem-solving skills, is great at multi-tasking, creative and has superb people skills. In return, we offer a chance to work with an amazing team of highly-motivated and professionally very accomplished consultants (all from world-class organisations) across multiple offices and for a fast-growing, innovative consulting company. Very limited business travel is required, we offer the potential for flexibility, and office hours are full, but predictable.*

## **Eden McCallum**

Eden McCallum is a strategy consulting firm with a deliberately agile approach, bringing our global team of independent consultants together to help clients resolve their most crucial management challenges from strategy to transformation. Our in-house Senior Partners shape and lead every project, ensuring quality, consistency and value. The Talent Team, working closely with the Senior Partners, will craft a team of independent consultants with the optimal skills, experience and ‘fit’ for our clients, supported by our in-house Analysts, and extensive expert network to bring unique expertise.

Eden McCallum has delivered more than 2,500+ projects in strategy, operations, transformation, digital and organisation, working in all major sectors and regions of the world. Our clients include a third of the FTSE100, a third of the world’s largest private equity firms, and 50 of the global Fortune 500, and many mid-sized corporates. Established in 2000, Eden McCallum operates from offices in London and Amsterdam.

## **Role of the Junior Manager**

The Talent Team lead our relationships with our independent consultants and the People-side of our business. Sitting at the heart of our small, entrepreneurial teams in London and Amsterdam, Talent Team Managers grow and develop our talent pool, deliver successful teams for our projects and manage excellent and enduring relationships with our consultants and our broader network. Working with the best of consulting colleagues, they collaborate across the business, particularly with our Senior Partners and Associate Partners, who focus on developing, scoping and managing the delivery of our projects for clients.

The role of the Eden McCallum Junior Manager is focused on talent management: consultant recruiting, staffing and relationship management. These all present new and intriguing challenges compared to the same activities in a traditional consulting firm.

Our consultants are not employed by us, they have many choices and our success depends as much on projects being rewarding for them, as impactful for our clients. Delivering outstanding Eden McCallum teams involves creative problem solving, complex communications and negotiations, close collaboration

with colleagues, a gift for building relationships based in trust, and balancing multiple, interlinking requirements - at a rapid pace. Talent Team Managers are not only aware of the expertise, skills, and availability of our consultants, but also understand what drives them and in what kinds of situations they perform at their best. And because Eden McCallum's reputation depends on the calibre of the consultants on our teams, our Talent Team Managers are pivotal in delivering our winning proposition to clients.

Talent Team Managers can make rapid and rewarding impact on the growth of our firm and on the careers of the independent consultants with whom we work. Working within such a dynamic environment, also provides exciting opportunities for personal growth and development. In addition to their core talent management roles, as part of our fast-developing business, Talent Team Managers also work with the Partners to deliver strategic and operational improvement projects internally.

We are currently looking to grow our Amsterdam-based Talent Team, adding a Junior Manager, whose responsibilities would cover talent management (consultant recruiting, staffing and relationship management) primarily in the Netherlands, but who would also support our business development activities in the UK, as required.

### **Ideal Profile**

Ideally, three to six years of professional experience, of which at least two at a major international strategy consulting firm.

Attributes:

- An understanding of consulting approaches across strategy, operational improvement, organisation and transformation
- A talent for understanding, connecting with and assessing people – not only in relation to core consultant skill sets, but also in terms of what motivates them and what they love doing
- A strong relationship builder and a persuasive ambassador for new ideas, who is curious about people, empathetic and energised by engaging with others
- Naturally collaborative and motivated to help others be successful
- A creative problem solver, who enjoys the challenge of many variables
- Fluent, structured and compelling communications style, both verbally and in writing
- At ease with multi-tasking and prioritising under pressure
- Committed to excellence in all aspects of what they do
- Creative, entrepreneurial, and motivated to shape the firm as it grows
- Fluency in Dutch and English is a must, German is a nice-to-have

You have the right to live and work in the Netherlands. This role is based in Amsterdam.

This job description is designed to provide an insight into the requirements of the role but is not exhaustive of the tasks that may be asked of the successful applicant. We are an equal opportunities employer and actively encourage applicants from all backgrounds.