

Job Description

Chief Executive Officer

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MCA

A POSITIVE FORCE
FOR THE ECONOMY

HEADLINES

Role:	Chief Executive Officer
Organisation:	Management Consultancies Association
Location:	36-38 Cornhill, London EC3V 3NG
Website:	www.mca.org.uk
Remuneration:	Six figure package
Reporting to:	MCA President
Team:	Managing a team of eight



MCA

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THE ORGANISATION

Background to the appointment

The incumbent Chief Executive, Alan Leaman OBE, has been in post for 10 years and will be stepping down from his role in the autumn of 2018. He leaves the Management Consultancies Association (MCA) in a very strong position but one which is an important period of change.

The MCA board is looking for a new Chief Executive Officer to deliver its three-year strategy and achieve its mission, and in doing so ensure the MCA continues to be a relevant voice in the market and promote the value of high quality consulting.

“As the MCA embarks on its new three year strategy the appointment of a new Chief Executive is critical to achieving our mission. The consulting industry reflects its clients, as they go through significant change. The MCA has a vital role in representing the profession as we adapt to meet future client needs.”

MCA President, Howard Scott.

This is a critical hire and the board would like the new CEO to lead the team and transform the MCA into a modern association representing the changing industry.

The MCA is the representative body of the management consultancy industry in the UK. It is a £6bn industry, creating about £60bn worth of value to the UK economy. The UK consulting industry is amongst the best in the world and a vital part of the business landscape.

MCA membership constitutes over half the industry and is continuously growing and increasingly diverse, from the large consulting firms through to the small and specialised boutiques.



YEAR OF
DISRUPTION

MCA's MISSION

The MCA's mission is to promote the value of management consultancy for the economy and society. To achieve this mission, the MCA board has recently agreed a three-year strategic plan and has recently started to implement it.

The strategy focuses on delivering value to members through three key objectives:

1. being the voice of the industry
2. promoting a credible and professional industry
3. creating better engagement with and between members

The consulting industry is having to respond to disruption in the sector and the changing world of its clients. Clients of MCA members are changing profoundly and demanding more and more from their consultants, mostly in response to the increasing impact of technology and the shifts of economic power in western democracies.

The CEO will be responsible for promoting the value of consulting and enhancing the profession's reputation; be the figurehead of the association, growing membership with quality firms; actively promote diversity and inclusion in the profession; and lead the association in delivering its services.

This is a prestigious and high-profile role; it requires someone with sufficient experience to lead a membership organisation and be the spokesperson for the industry, but with appropriate humility and emotional intelligence to act as a "team captain" to the MCA team.

The CEO will need to navigate the dynamic of multiple cultures and have the gravitas to be taken seriously by internal and external stakeholders. This position will have a critical role in driving, developing and defending the sector for the future.



**C E L E B R A T I N G
T H E V A L U E O F
C O N S U L T I N G**

THE ROLE

Role Purpose

To ensure the MCA achieves its mission to be a relevant and influential voice in the promotion of high quality management consultancy for the economy and society.

Accountabilities and Responsibilities

The CEO will lead the development and realisation of the strategic direction of the MCA as it embraces the disruption taking place in the consulting market and the opportunities this offers for its members. They will strengthen consulting's reputation, by promoting the positive impact of consulting on the economy, private sector business and public services, thereby aiding member firms commercially and the profession generally. Further responsibilities include:

- To lead the transformation of the MCA, including validation and implementation of its three-year strategy
- Shape the change agenda and drive its implementation
- To enhance the reputation of consulting by being the mouthpiece of the profession promoting the value of consulting
- Be the figurehead of the association expanding the membership with quality members
- Actively promoting diversity and inclusion in the profession
- Lead the association in delivering its services including driving initiatives on a project basis
- Implement a sustainable business model in line with the MCA Strategy
- Grow the Association's membership while maintaining the quality of membership
- Respond to member needs to champion innovation
- Engage very proactively and very visibly with Members, Associate Members, potential members, sponsors, clients, policymakers and other key stakeholders
- Assemble, lead, develop and manage a first-class MCA Executive team aligned with members' needs
- Lead on media campaigns to promote the value of consulting and give the profession a voice
- Ensure the continuity of the Association's governance
- Engage with and support the Young MCA in developing early career professional networks
- Hold ultimate fiduciary responsibility for the efficient and solvent running of the Association
- Act as an ex officio member of all the Association's committees

PERSON SPECIFICATION

Experience

- **Consulting** - an understanding of the consulting industry with some experience of consulting from a practitioner, client or buyer perspective
- **Change** - demonstrable experience of delivering transformative change within an organisation
- **Financial** - financially literate with experience of accountability for a P&L
- **Corporate Governance** - has run or managed a business of similar or larger scale, and can demonstrate an understanding of their duty of care in such a role

Skills

- **Strategic Thinking** – ability to understand market dynamics and the impact on the MCA and its activities
- **Communication** - exceptional and persuasive communicator experienced in being an impactful and inspirational speaker with gravitas and authority
- **Networking** - an ability to network with a diverse range of organisations and people, evidence of an established network of key stakeholders and the ability to grow it further
- **Facilitation and Negotiation** - proven skills to influence at executive/board level. An accomplished 'figurehead' and experience of leadership in times of change
- **Influencing** -Strong understanding of public affairs and the energy to promote the industry
- **Management** - Good operational management capabilities and people leadership

Personal Attributes

- **Ambition** - the individual will share the board's mission and drive to be ambitious
- **Proactive** - the individual will set the agenda and drive the pace of change
- **Robust and Resilient** - the individual will have proven experience operating at executive/Board level
- **Self-improvement** - the individual is committed to personal development and continuous improvement
- **Development** - the individual will have a genuine interest in developing their staff

ABOUT ELLWOOD ATFIELD

Ellwood Atfield recruits for organisations that are seeking to influence their external environments, particularly within political, policy, regulatory, and media audiences. We are specialist head hunters within the Trade Association community in the UK and Brussels.

Please contact Gavin Ellwood or Dani Brown for an initial discussion and to apply for the role. Following interviews with Ellwood Atfield, successful candidates will be invited for interview with the MCA in early September 2018.



Gavin Ellwood has over twenty years' recruitment experience. He leads the Association Practice, a full-service team of recruiters and headhunters for national, European and international representative and membership organisations.

He specialises in the appointment of senior leaders, advising the boards of business associations and professional bodies on the appointment of Directors General, and their senior communications and public affairs teams.



Dani Brown specialises in senior executive, board and advisory appointments across the corporate affairs, sustainability and communications functions. She is also part of the association and membership practice at Ellwood Atfield focusing on CEO roles.

Her expertise focuses on those influencing change through developing and implementing compelling strategic narratives, frameworks and policies in an ever-changing and uncertain landscape.

Prior to joining Ellwood Atfield Dani worked with Korn Ferry International and ran her own business.



WINNER

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