



## ABOUT

## ITAD

[itad.com](https://itad.com)

**Itad is a leading consultancy providing technical advice in sustainability and social impact. We have a 30-year track record of providing our clients with the information and insight they need to make development work smarter, produce better results and improve people's lives.**

Itad continues to grow in size, commercial performance and professional reputation and is increasingly recognised as a global leader in the services that it provides. International development agencies and philanthropic foundations form the bulk of our client base. In addition, we are increasingly working with private investors and businesses with a footprint in the developing world.

We work across the project or investment cycle, supporting our clients to develop and apply impact strategies and measurement frameworks to optimise social value. A strong focus of our work is on producing and communicating evidence-based findings to support learning and inform decision-making. Our projects range from designing monitoring and evaluation systems for multi-million pound initiatives, to conducting long-term impact evaluations in multiple countries, as well as providing strategic support to organisations and programmes.

We are a values-based company, committed to ensuring that we carry our values through to our everyday work. One of these values is Personal Development: we strive to match individual and company aspirations wherever possible. We attach great importance to maintaining a positive, friendly and supportive atmosphere within our office. We are also committed to supporting our staff to become the best consultants they can be, and all new staff go through the Itad Learning and Development programme to strengthen their capacities in a range of technical and interpersonal areas that will enable them to deliver technical excellence to our clients. You can read more about our values [here](#).

## WHY ITAD?

- Key leadership role in a growing, dynamic and values-based organisation.
- Opportunity to make a difference in development and, as leader of one of Itad's newly formed Practices, to shape the company's future.

POSITION

# Practice Lead

Itad has recently evolved its leadership model and organisational structure:

**Our consulting services are now organised according to five Practices, one of which is the Inclusive Growth practice**

**We have broadened our senior leadership team, which is now composed of eight Partners. There is an expectation that the Practice Lead for Inclusive Growth will join Itad on a pathway to becoming an Itad Partner**

This evolved structure;

- Enables scalability of our business model by broadening our team of senior leaders**
- Enhances opportunities for career progression, providing clearer pathways for those who demonstrate the skills and behaviours that will drive Itad's success**

- Brings greater technical coherence to the way we're structured**
- Achieves more efficient management, leaner decision-making and clearer accountabilities across the company**

This is a unique opportunity within Itad and provides an exciting opportunity to be part of shaping Itad's future. You will lead Itad's Inclusive Growth practice to succeed in the following areas:

- **Making a difference in development**
- **Providing technical excellence and innovation to our clients**
- **Growing the practice and diversifying our client base**
- **Developing our talent pool**

The Inclusive Growth practice works across the following areas: market development, financial inclusion, employment, business environment reform, trade and investment, urban economic growth, and women's economic empowerment. Our clients include DFID, other international development organisations, philanthropic foundations, and investors.

The SDGs will not be achieved through official international development assistance alone. We want to playing a growing role in supporting other organisations (including the private sector) to contribute effectively to supporting development. A key objective for the Practice Lead will therefore be to build our portfolio of work with investors (including impact investors) and corporate clients.

You will operate with a high degree of autonomy, having delegated authority to make decisions that have significant commercial and strategic impact. You will partner and collaborate with other Practice Leads and Heads of Knowledge Management, Finance, Business Development, Project Management and HR in implementing the strategies set out in Itad's Business Plan.

You will report to Itad's Managing Partner and will play a key role in matters impacting the overall company, contributing to improvement initiatives and acting as an agent for change. Given the seniority of the role, you will be expected to role model appropriate professional behaviours and leadership competencies at all times.



## POSITION

# About You

### LEADERSHIP

You will already have a strong track record in developing effective working relationships with clients and have the ability to lead, manage and motivate others. Your ability to adapt to different audiences, through sharing knowledge and information whilst ensuring you are able to negotiate effectively will be a core part of your skill set. You will have gained this experience through working with and leading team members, collaborators and partners from a wide range of backgrounds and cultures

### CONSULTANCY

You will understand the consultancy business and be a commercially astute business developer able to exercise commercial judgement to identify the relevant material sustainability drivers for business success. You will enjoy a fast paced, dynamic, challenging and team-oriented work environment.

Ability to shape and grow: You will be entrepreneurial and have a demonstrated ability to develop, lead and apply creative strategic thinking to building new areas of work for an organisation.

### INCLUSIVE GROWTH

You will be a recognised thought leader in one or more technical areas covered by the Practice, with an understanding of international development and its intersection with the private sector. You will have significant experience and/or demonstrated willingness and capacity to learn about approaches to producing and communicating evidence-based findings to support learning and inform decision-making.

### LOCATION

Itad's office is located in Brighton & Hove. International travel will be required.



## Sillman Thomas have partnered with Itad as their executive search consultant



SILLMAN  
THOMAS



Sillman Thomas are a specialist executive search firm operating internationally from our offices in London and New York. We have a focus on inclusive business and innovation for development in our work with the private sector and their influencers and changemakers across EMEA, Americas and Asia Pacific.

### POSITION

## How to Apply

### EMAIL

Ruth Cairns - [rc@sillmanthomas.com](mailto:rc@sillmanthomas.com)

*Please contact us before the 21st February 2019*

*Sillman Thomas will reply to all interested candidates*

