

Job description

Title / Grade	Principal Consultant, EU Market Grade 4	Department	Resilient Economies
Reports to	Tahmina Shafique, Director Resilient Economies	Date	April 2024

Ecorys

Ecorys is a global research-based consultancy that helps our clients make a positive impact on society. We are leaders in research and consulting, monitoring and evaluation, programme management and communications services. We provide the evidence and advice that our clients need to tackle the issues that affect communities around the world. Our staff are justifiably proud of our innovative and thought-provoking contributions to policy and programme delivery. We are an independent employee-owned company. We combine our passion and our business professionalism to make a difference in the world.

With over 600 employees from over 40 nationalities, speaking over 30 different languages, we operate across the globe with offices in Rotterdam, Brussels, the United Kingdom, several other European cities, India and Africa. We work in over 150 countries globally.

Workplace environment

You will join our 'Resilient Economies' team in Rotterdam, Netherlands. The team consists of multi-cultural professionals from around the world. Our organisational structure is inspired by design centric leadership – a modern organisational set up that is rooted in design thinking. This approach fosters people-centric solutions and experiences, holds the key to driving innovation while maintaining structure. It attempts to strike the delicate balance between top-down direction and inspiration and bottom-up creativity and ownership. You will be part of the core Principal team which reports directly to the Sector leader. Jointly, the Principal team is responsible for operational responsibilities across work-winning, delivery market, people and knowledge development to ensure the portfolio can deliver its targets. You will specifically support the team in strategic market development and delivery efforts in relation to Green Transition with a particular focus on Energy and Circular Economy.

Our portfolio includes research and technical assistance projects within sustainable growth, green transition, trade, entrepreneurship, sustainable finance amongst other areas. Through our projects we support policy makers and international donors organisations by conducting research and providing advocacy services to foster resilient and sustainable economies and societies. Our clients include the European Commission (e.g. CINEA, DG ENV, DG TRADE, DG INTPA, DG REGIO, DG ENER, etc.), the European Parliament, the World Bank Group, Inter-American Development Bank, the IKEA foundation, the Mastercard foundation, and other donors.

Scope of work

As a key leader within Ecorys, you will play a key role in contributing to sustainable growth of NL business. This role aims to expand the capabilities of Ecorys Netherlands in research and consulting, monitoring and evaluation, and integrated services that address the needs of our clients across the EU market and beyond.

You will play an instrumental role in supporting our Resilient Economies team in winning and delivery of projects aimed primarily at the European Market and cut across International and new client segments. This includes playing a leadership role in acquisition, managing our large scale contracts, overseeing the project delivery team, lead consortium and partner formation and ensure quality assurance of our reports – specifically methodology development, and budget design. Our proposals are largely focused on Industry, markets, energy transition, circular economy.

You will responsible for managing our project delivery team and jointly meeting the target of profitability of the portfolio. You will part of the Principal team supporting the Sector Leader.

Responsibilities and tasks

1. Project management (Deliver Results)

Leading key strategic projects in the field of Green Transition (Energy, Circular Economy, Advisory services). Projects span across evaluations, studies, impact assessment or technical assistance. Approximately 50% of your role is delivering projects and overseeing project delivery teams) and 50% of your time will be dedicated to supporting acquisitions and winning work..

- Oversee set-up and roll out of our key projects for DG ENER, CINEA amongst others
- Act as PM for our key projects and ensure delivery on budget
- Act as Quality Assurance advisor in our on-going projects
- Review, set-up projects which includes preparation and execution on time and budget
- Supervision and staffing, both quantitative and qualitative, of project teams, as well as monitoring the quality, if necessary adjusting and evaluating projects, within the in the approved project plan, in order to realize project objectives and results efficiently and in time.
- Help maintain average profitability of projects
- Build capacity of young teams through on-the-job-mentorship
- Ensure the highest quality standards in our delivery
- Client engagement

Acquisition and account management (Win Work and client development)

Development and maintenance of existing market (area) and / or products as well as opening / developing new markets and / or products (PMCs) for the portfolio and across the company. This means you will:

- Support robust go-no-go decisions based on market assessment/intelligence
- Lead key acquisitions and contribute to maintaining our high hit-rate
- Lead proposal writing and quality assurance of our proposals
- Play a key role in expanding the current network and market area / position in order to contribute to improving the financial position of the division.
- Support the portfolio Client Diversification task force through advice, quality assurance and leadership
- Actively approach potential clients as well as maintain contacts with and providing aftercare to existing clients, in consultation with the Director, in order to acquire new assignments and retain existing clients, aimed at the highest possible turnover and result.
- Oversee key accounts (once you are nominated an “account manager i.e. oversee a specific client”), you will join our global EU account managers team and meet quarterly to share knowledge, intelligence and progress with colleagues across all our offices

3. Network (Lead and manage)

You will support the portfolio in strengthening its strategic partnerships and further develop our pool of associates. You will support the Director to strengthen inter-office relationships and work together with them. In particular you will be responsible for: Strategic partnership development, Support network facilitation teams to expand our pool of associates and engage with key partners, universities and offices to build stronger working relationship.

4. Expertise and capacity development

You will support the Director to build capacity, expertise both internally and externally. This means:

- Keeping professional literature and transferring knowledge and expertise both internally, at clients, at conferences, seminars, etc., in consultation with the Director, in order to contribute to expertise development and disseminate the desired profiling of EcorysNederland BV.
- Contribute to thought leadership
- Support expertise development internally i.e. support our senior team and market coordinators. Line management responsibilities of the market coordinators transferred to you following Ecorys Academy training and discussions with the Director.

5. Financial Responsibility

You will be responsible for the delivery of the projects and meeting the profitability target for the Resilient Economies team. You will regularly review the projects and ensure projects are implemented efficiently and in line

with our commercial guidance. In coordination with the Director, you will be responsible for the effective use of financial and other resources (efficiency rate in projects and reducing project slippage) in respect to the order intake target. You will also work closely with the commercial facilitation team and support them in reaching the key financial targets related to work-winning. For projects you are responsible for, you will supervise the delivery of these to agreed budgets.

Competencies needed

As per Ecorys Group Competency Framework – only candidates meeting the essential requirements will be short-listed:

Qualifications, Experience and Skills (E: Essential; D: Desirable)	
Qualifications	
Bachelor's degree in a subject relevant to the work areas (Economics, Energy, Environment, European studies) of the Resilient Economies Team	E
Post graduate, professional or vocational qualification in a subject relevant to the work areas of Resilient Economies	D
Experience	
Minimum 10 years of experience in leading acquisitions and winning work (EU commission, EC services amongst others)	E
Experience in leading and managing projects in the field of Energy Transition, Circular Economy, or Sustainability transition within industries with a value of at least EUR 1.5 million.	E
Experience in managing projects (contracts of minimum EUR 200k) in the EU and at least 5 MS in the last 10 years	E
Successfully led and developed diverse teams	E
Demonstrated strategic and operational leadership, management and development of commercial and pricing strategies for bids	D
Built a successful track record of delivering and work-winning (contracts of minimum EUR 800k) from EU institutional clients	E
Experience in international market acquisitions and understanding of key donors	D
Successfully directed and managed projects including the co-ordination of inputs under matrix management approaches	E
Experience in leading teams/line management	E
Led the delivery of consultancy and research services to support public sector clients in thematic fields (particularly Greening sectors and the Energy Transition) relevant to Ecorys	E
Skills	
Leadership and organisational skills	E
Strong writing and analytical capacity	E
Strategic thinking and problem solving	E
Commercial skills and a can-do, entrepreneurial attitude	D
High level cross cutting expertise in various methodologies research, evaluations and TA	E
High levels of Project management experience	E
Client and contractor management	E
Negotiation and stakeholder management	E

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Enterprising and innovative	D
Networking and stakeholder engagement	E
IT literacy in MS Office environment	E
Excellent written and verbal communication in English	E
English Language proficiency	E
Financial management and accounting particularly commercial know-how in reducing project slippage	E

Please note that you will not be short-listed if you don't have 10 years' experience and project management experience in the EU market with EU DGs. In order to get short-listed please outline in your cover letter how you comply with the requirements.