

# Senior associate (full-time)



## About the role:

The role is a **senior associate** reporting to a principal. The focus of your role will be to conduct analysis, develop persuasive written reports, help facilitate workshops, and direct the activities of the client project team. You will work closely with our clients, generally in small consulting teams, to meet project deliverables.

As part of this role you will:	To be successful at Right Lane you will have:	You will be rewarded with:
<ul style="list-style-type: none"> <li>work closely with executive teams and boards</li> <li>lead small and mid-sized engagements with the support of a senior team member</li> <li>identify information sources, gather and interpret data, and present findings</li> <li>develop client relationships</li> <li>facilitate workshops to help clients achieve their desired outcomes</li> <li>develop new ideas for our clients and practice.</li> </ul>	<ul style="list-style-type: none"> <li>(likely) an MBA with outstanding educational achievements</li> <li>at least 2 years of strategy consulting experience, or internal consulting experience in industry</li> <li>exceptional analytical and problem-solving skills</li> <li>the ability to structure analyses and undertake them in a logical and efficient manner</li> <li>ability to communicate complex ideas effectively</li> <li>excellent written and oral communication skills and strong attention to detail</li> <li>willingness to learn and share knowledge</li> <li>strong organisational skills and the ability to manage multiple projects concurrently</li> <li>the ability to work autonomously in a dynamic and challenging environment.</li> </ul>	<ul style="list-style-type: none"> <li>a competitive salary, commensurate with your level of experience</li> <li>an opportunity to develop valuable consulting skills</li> <li>a great office environment and a collaborative team.</li> </ul>

## Right Lane is a flourishing, top quality, ethical, management consulting firm.

We employ our distinctive ideas and processes, and our absolute commitment to delivery, to help clients we care about pursue their inspiring missions.

We work alongside clients who do great work within the sectors they operate, and we are excited to be involved in creating outcomes that truly make a difference.

We are an ethical consulting firm with a strong belief in the work we do, and with a passion to give back to the broader community with the skills and expertise available within our walls.

Right Lane was established to help private, not for profit and public sector clients to clarify and accelerate their future plans. We have helped the executive teams and boards of around 400 organisations to define and adapt their direction and strategy, identify and clarify their priorities, align their efforts with their aspirations, get their major projects started and finished, and measure and improve their performance.

## Our areas of focus:

- Developing and managing strategy and planning processes for clients
- Leading strategic growth projects, such as pre-merger analysis, pricing, new product feasibility, marketing expenditure effectiveness and growth options evaluation
- Implementing strategy through aligning and engaging the organisation, and measuring and monitoring performance
- Assisting clients with governance projects – from board culture and capabilities to board appraisals and reviews

**Applicants must have sufficient Australian working rights for this role.**

To apply: email your covering letter addressing your suitability for the role outlined in this position description together with your CV and academic transcripts to **Jo Bradley: Jo@rightlane.com.au**

To find out more about our firm visit: [www.rightlane.com.au](http://www.rightlane.com.au) or call 03 9428 5336

# Frequently asked questions



## What types of projects and industries do you work in?

Right Lane exclusively work with CEOs, executive teams and boards in the private, not for profit and government sectors. Our consultants get immediate access to senior decision makers.

While we predominantly serve mid-sized clients, our top 10 clients this year include:

- a leading plaintiff law firm
- three profit-to-member financial services firms
- a leading provider of financial product and advice services
- a specialist climate change advisory and investment firm
- a national not-for-profit addressing education inequity
- a multi-national technology company
- a public sector organisation
- a leading national retail group.

Over 60% of our clients are 'for purpose' enterprises and about a quarter of our clients are in financial services, although we work across all industries.

As we serve mid-sized clients, our projects are usually smaller and shorter in duration than other high-quality firms who exclusively serve large organisations. Consultants are usually working on multiple projects concurrently.

Right Lane primarily works on strategy consulting projects. Although we do less in the implementation space, we help our clients set up their organisations for successful delivery.

Most of our consulting cohort get to play a role in our substantial low and pro bono program, which has 5 themes: gender equality; human rights; public health; place-based disadvantage, and responsible investing.

## What is a normal project team structure?

Most projects are delivered by a Right Lane team of two to three consultants. All projects are led by a senior team member. Our teams usually consist of a principal (with between 10 and 20 years of consulting experience), an associate principal/engagement manager and a senior associate/associate. All staff have exposure to the senior consultants on a daily basis. Over 70% of our non-graduate consulting staff have previously worked for McKinsey, BCG, Booz (Strategy &), Kearney, or LEK.

## What is a typical career path?

A typical career path for a consultant at Right Lane begins at associate, then to senior associate, engagement manager, associate principal to principal. Promotion is based on performance.

## What are the career development opportunities?

All members of the Right Lane team participate in formal and informal development opportunities. Each staff member has a coach, where they work together to develop skills and ensure they are reaching your performance targets. You will learn and develop quickly alongside your highly skilled colleagues. We have a deep commitment to individual development reflected in our Foundation Consulting Skills program, our knowledge working lunches and bespoke professional development programs.

## What is the recruitment process?

After a review of your cover letter, academic transcript and CV, successful candidates will have a phone interview which includes a brief oral case, and a discussion regarding expectations. We then conduct two consecutive 60-minute case-style interviews. We then ask for the successful candidate for a piece of writing, complete reference checks and make an offer. We aim to have the process completed within 3 weeks of the first contact.

## Can you provide sponsorship to work in Australia?

Right Lane can sponsor candidates with the right skillset if they are not already permanent residents of Australia.

## Working at Right Lane

Our office is located at the top end of Collins Street, close to many of our clients, public transport and the wonderful attractions of this part of the Melbourne CBD.

Once you're here and love it, there is the prospect of participating in our employee share option program and owning a piece of this special firm. Currently 45% of our permanent consulting cohort are shareholders. We have dual focus on reasonable returns for shareholders and social impact.

We aim to 'get and keep great people who can express their highest professional calling at Right Lane'. We are a genuine family friendly and flexible workplace with reasonable hours. This includes very limited travel relative to other management consulting firms.