

SENIOR CONSULTANT JOB SPECIFICATION



Reporting to: Head of Consultancy

Location: Remote, Client site and/or London

Department: Consultancy

About Engage Consulting

Engage Consulting is an **independent specialist consultancy** providing **expert advisory, programme and project management services to the UK energy sector**. **Established in 2000**, the firm has over **25 years' experience** supporting clients to deliver policy and commercial ambitions within a **complex and rapidly evolving energy landscape**, with a strong focus on achieving **Net Zero outcomes while maintaining affordability and security of supply**.

Engage Consulting is recognised as a **subject matter expert in UK energy market arrangements**, working across electricity and gas markets, regulation, codes, and industry governance. The firm supports a broad range of clients, including **government and regulators, central market bodies, energy suppliers, network operators, service providers, and technology companies**, helping them navigate regulatory change and implement practical, real-world solutions.

The consultancy's expertise spans areas such as **audits and assurance, energy flexibility, market-wide half-hourly settlement (MHHS), virtual party market entry, heat networks, information services, energy industry training, electric vehicles, and gas market services including Allocation of Unidentified Gas (AUGE)**. Engage is known for its **collaborative, benefits-driven approach**, placing client objectives at the centre of delivery and working effectively in **multi-stakeholder environments**.

Engage Consulting places a strong emphasis on its people and values, maintaining a culture of **professionalism, integrity, teamwork, and continuous improvement**. This commitment is reflected in its **Investors in People Gold accreditation**, alongside active corporate social responsibility initiatives and environmental policies.

What we are looking for, we would especially welcome knowledge and skills in the following areas:

Energy market design, operation, codes and regulation in a rapidly transitioning system: A good understanding of either or both electricity and gas markets, across domains such as wholesale markets, balancing and ancillary services, gas supply and capacity markets, network charging and access reforms, and evolving regulatory frameworks and governance regimes, code reform, supporting decarbonisation and system resilience, security of supply and affordability—particularly in the context of increasing renewables, electrification and the changing role of gas.

Main Purpose of the Role

The principal accountability of Senior Consultants is to provide excellent consultancy and project management services to clients and Engage assignments, as directed by the Head of Consultancy. Senior Consultants are responsible for proactively identifying and developing business opportunities, collaborating with the Business Development Manager, feeding market intelligence into the business development process, fostering client relationships, and building personal networks across relevant sectors.

Senior Consultants also support and guide more junior consultants, including mentoring where appropriate. They are expected to support company initiatives aligned with the business strategy and may undertake



specific internal projects. Senior Consultants actively promote and protect the Engage brand, escalate potential risks or issues to management, and apply commercial awareness in all actions.

Key Responsibilities

Client Delivery & Project Management

- ▶ Deliver high-quality consultancy and project management services in a professional, timely, and client-focused manner.
- ▶ Take ownership of assignments, ensuring successful delivery within agreed scope, time, and quality standards.
- ▶ Maintain clear and accurate reporting and documentation aligned with company standards.

Business Development & Market Intelligence

- ▶ Maintain and develop client relationships and personal networks.
- ▶ Identify new business development opportunities and work with the Business Development Manager to convert these into client engagements.
- ▶ Proactively feedback leads and market intelligence into the business development process.
- ▶ Network in target areas to support business development.

Leadership & Mentoring

- ▶ Provide coaching, guidance, and support to junior consultants.
- ▶ Mentor specific individuals to aid their professional development.
- ▶ Share knowledge and best practices with the wider consultancy team.

Brand Promotion & Commercial Awareness

- ▶ Promote and protect the Engage brand in all client and stakeholder interactions.
- ▶ Apply commercial thinking to assignments, scope, and fees.
- ▶ Identify and escalate any company-related issues, threats, or risks to management.
- ▶ Act consistently in accordance with company values and culture.

Internal Contribution

- ▶ Support company initiatives and strategies aligned with the business plan.
- ▶ Contribute to internal projects and continuous improvement initiatives.
- ▶ Collaborate with colleagues to enhance team performance and knowledge sharing.

Person Specification

Essential Skills & Experience

- ▶ Proven experience in consultancy or similar working environment and project management roles.
- ▶ Subject matter expertise in areas of the operating domain.
- ▶ Good knowledge of other areas within the operating domain.
- ▶ Good general knowledge of the energy sector.
- ▶ Capable of leading small assignments and contributing to larger assignments.



- ▶ Ability to deploy one or more of the company's portfolio of skills.

Desirable

- ▶ Experience in sector-specific consultancy or organisational change.
- ▶ Demonstrated success in building networks and client relationships.
- ▶ Experience mentoring or coaching junior colleagues.
- ▶ Experience contributing to company strategy and internal initiatives.

Behavioural Expectations

- ▶ Lives and champions company values and culture.
- ▶ Professional, proactive, and client-focused approach.
- ▶ Strong commercial and strategic thinking.
- ▶ Professional, proactive, and client-focused approach.
- ▶ Positive and flexible attitude toward company initiatives and client demands.
- ▶ Collaborative and supportive team player.

Additional Information

- ▶ The role may require travel to client sites and flexibility in working hours to meet client and business needs.
- ▶ Senior Consultants are expected to uphold company policies, standards, and values at all times.

Salary & Benefits

Salary

Competitive for a specialist energy consultancy, we have the flexibility to recognise experience, expertise and impact. We recognise deep sector expertise and **offer flexibility within the range for candidates** bringing strong regulatory, market, data digitalisation, business and commercial or delivery experience.

Benefits

We offer a **comprehensive benefits package** designed to **support your wellbeing, development and work-life balance**, including:

- ▶ **Quarterly Sales and Delivery Bonuses** - Rewarding successful business development and project delivery.
- ▶ **Teamwork Bonuses** – Rewarding collaboration and collective success.
- ▶ **Flexible Remote Working** – Work primarily from home, with occasional office and client site visits.
- ▶ **25 Days Annual Leave** – Increases by 1 day after 5 years, up to 30 days after 10 years.
- ▶ **Professional Business Coaching** - Monthly development sessions with an emphasis on professional growth.
- ▶ **Training Courses** – Grow your skills and advance your career.
- ▶ **Long Service Awards** – Gift vouchers given every 5 years of continued service.
- ▶ **Discounted Private Healthcare** – Supporting your wellbeing.
- ▶ **Life Insurance** – Peace of mind for you and your family.
- ▶ **Workplace Pension** – Salary sacrifice option available to maximise saving potential.



- ▶ **Octopus Electric Vehicle Salary Sacrifice Scheme** – Tax-efficient savings on a range of electric vehicles.
- ▶ **Social Activity Days** – Fun team events throughout the year.

Equality & Diversity

At Engage, we work as a team, support each other, and seek excellence in all that we do. We are committed to hiring, retaining and developing the best people, and we value individuals' contributions regardless of their age, gender, ethnicity, disability, sexuality, social background, religion or belief.

We cultivate a flexible and inclusive working environment which ensures everyone can enjoy a rewarding career with us. We have a comprehensive benefits package, and our working policies actively encourage personal development and support our team in achieving their optimum work/life balance.

How to Apply:

Apply initially by submitting a concise introductory email outlining your background, relevant experience, and areas of expertise. Where appropriate, include your current role, sector experience, and what has attracted you to Engage.

Please send with an accompanying CV to Jobs@engage-consulting.co.uk.

