

CANDIDATE
INFORMATION



GG+A

SENIOR DIRECTOR DIRECTOR



Constellate
GLOBAL TALENT

WELCOME

Dear Candidate,

This is an exciting moment for Huron | GG+A, a time where the right leaders can have enormous impact.

After 65 years as a small, independent consulting firm focused on all aspects of advancement – fundraising, alumni and donor engagement, advancement services, strategic communications, and donor analytics – we have recently been acquired by one of the largest consulting firms in the world focused on all aspects of higher education, healthcare and non-profit management. With this acquisition comes an opportunity to expand and enhance the excellent client service for which we have always been known. At the same time, we remain our own business within the whole, focused on delivering our same core services but with greatly expanded resources and expertise.

Since the 1980s, GG+A has had an office in the UK from which we have coordinated all of our work across the UK and Europe. Our UK consultants have partnered with consultants and staff in North America to provide support for universities, schools, non-profits and arts organisations which have included Cambridge University, INSEAD, Tate, ESADE, UArctic and Aalto University to name just a few. Over the last 5 years alone, we have partnered with 30 institutions in 10 countries in the region. And now we are looking to expand – our new parent company has a commitment to global service, and we are looking for leaders to help us shape our strategy, grow our team, and expand our thought leadership to best reflect what is happening in Advancement throughout the UK and Europe.

We have thought a lot about who thrives at Huron | GG+A, and we know that an entrepreneurial spirit, intellectual curiosity and commitment to teamwork are common to those who are not only successful, but who truly love the work. I hope you can see yourself in this description! For the last 13 years, I have been a part of GG+A, and I was absolutely thrilled and honored to be asked to lead our business in this new era. I am excited to welcome new leaders to our senior team who can partner with our experienced, dedicated staff to drive the growth we know can happen.

Thank you so much for considering this opportunity!

Best wishes,



Suzanne Hilser-Wiles
Managing Director, Lead
Huron | GG+A Global Philanthropy

THE OPPORTUNITY

Huron | GG+A Global Philanthropy is one of the world's pre-eminent philanthropic management consultancy firms. For over 60 years, we have partnered globally to provide philanthropic counsel to the higher education, not-for-profit, healthcare, arts and cultural sectors.

We help organisations realise the full potential of their missions through the growth of philanthropic support. Our primary mission is to assist our clients in the substantial improvement and acceleration of their fundraising programmes, seeking to align those programmes with the institution's core mission and ensure their sustainability.

The organisations we work with are diverse and varied but all are mission driven. You will be working with organisations addressing contemporary challenges such as global health, the climate crisis, AI, and the UN Sustainable Development Goals or working on cultural, societal, and economic issues locally, regionally, or nationally.

In our 60+ years, we have served over 3,000 client partners in over 30 countries on all seven continents. Our client partners have conducted over 100 of the 180 campaigns of \$1 billion or more completed to date and currently, we are engaged in fundraising campaigns with a total value of nearly \$60 billion. Our global experience with high-performing fundraising programs include:

- 18 of the top 20 private U.S. research universities
- Flagship research universities in all 50 U.S. states
- Canada's top 15 research universities
- Four of the five leading universities in Australia
- 18 of 24 of Russell Group research universities in the United Kingdom

GG+A established a UK office 30 years ago and since then has consistently delivered consultancy services to a range of European organisations including Aberystwyth University, Guys & St. Thomas' Foundation, IE University, IESE, IMD Business School, INSEAD, Institute of Cancer Research, King's College London, Tate, University College London, University of Cambridge, University of Oxford and University of St. Andrews.

We are now looking to build out our team in the UK and Europe by recruiting two new consultants at either Director or Senior Director level. In these roles, you will work at the most senior levels to deliver strategic and fundraising counsel that helps organisations deliver their mission. You will also deliver new and extended client business to establish and develop a pipeline of upcoming business.

This is a unique time to join us as we look to build out our office in the UK and Europe as Huron | GG+A with our history of more than 30 years in the region. You will be joining a passionate, creative, and ambitious team where you will have every opportunity to build your career.

THE OPPORTUNITY

Huron | GG+A

In March 2024, GG+A was acquired by [Huron](#) Consulting Group, a publicly traded US-based company with over 4,000 employees worldwide and led by Mark Hussey, Chief Executive Officer and President.

While GG+A continues to offer all of its services related to philanthropic growth, it now has the opportunity to partner with Huron colleagues on a broader array of client services related to business operations, healthcare transformation, data and analytics, organisational transformation, the research enterprise, business-enabling technology, and strategy and innovation across education, healthcare, and the broader non-profit space.

More so than ever, we are the international resource for data-driven best practices in all areas of advancement including fundraising, engagement, communications, and advancement services.

Huron | GG+A embodies a high-performance and entrepreneurial culture. We are client-centric, rigorous, creative, and data-driven in our practices, and committed to responding swiftly and effectively to client needs and requirements. We offer an exciting environment; colleagues are intelligent, energetic, and self-motivated individuals who are achievement-oriented and have high integrity.

What we do

Huron | GG+A is dedicated to enhancing the philanthropic support of each of its clients and the sustainability of their advancement programs. Your colleagues will be intelligent, self-motivated individuals who are fundamentally curious, life-long learners, and achievement-oriented. Huron | GG+A consultants gain exposure to a broad range of clients, domestically and internationally, and have substantial opportunities for professional growth through working with, and learning from, top development and consulting professionals.

Our consultants work under the general supervision of a Practice Area Leader, with the support of staff based in the firm's Chicago headquarters. Consultants may serve as one member of a larger project team, or as the Project Director, leading data collection, performing rigorous analysis, and producing clear, compelling, insightful, and accurate reports for Huron | GG+A's clients. At times, Consultants may also be assigned to projects outside of their usual practice area or that encompass the involvement of multiple practice areas.

Consultants play a key role in ensuring that Huron GG+A's clients receive the thoughtful, insightful, and reliable data-driven advice that has become synonymous with the Huron | GG+A brand. They may work in a Practice Area focused primarily on fundraising consulting to a particular non-profit sector such as Higher Education or Health Care, or in one concentrated on a particular discipline such as Advancement Services or Strategic Communications. Whatever their area of emphasis, extensive people, communication, analytical, project management, and organizational skills, and a high level of quality and accuracy are required.

THE OPPORTUNITY

Building new and extended client business is a core part of the work. Consultants are responsible for business development and sales to establish and develop a pipeline of upcoming business, while simultaneously ensuring that current clients receive thoughtful, accurate, and timely services and reports. Huron | GG+A consultants at all levels are expected and incentivised to leverage opportunities presented by personal and professional networks, lapsed client relationships of the firm, and scheduled client travel to arrange and conduct client outreach visits. Consultants contribute to or lead the development of project proposals, supported by the Chicago-based business development staff, and participate in sales presentations and outreach initiatives.

About us

Obviously the best way to get a feel for the culture of our company is to speak to a member of the team here which we would be very happy to do! Our values and culture serve as the foundation of who we are, influencing the way we work with our colleagues, support our clients, impact the environment and give back to our communities. We are committed to investing in our people and fostering a work environment that values diversity and inclusion, which ignites innovation and enables our people to achieve their full potential.

Values

Collaboration

We commit to working with respect and transparency and recognise we are better together than apart.

Excellence

We strive to excel and continually exceed the expectations of our clients and our people, holding each other accountable for our actions and outcomes.

Humility

While confident in our abilities, we realize that our current knowledge is but a fraction of what we have yet to learn, discover and create.

Impact

We are passionate about making a difference and take initiative to have a lasting impact on the organizations and communities we serve.

Inclusion

We embrace different perspectives and draw on the strength of our diversity.

Integrity

We value authenticity and honesty. We do the right thing regardless of the consequences.

Intellectual Curiosity

As lifelong learners, we explore and encourage new ideas, and challenge the status quo.

THE OPPORTUNITY

Diversity, Equality & Inclusion

We are stronger together. At Huron, we embrace diverse perspectives, encourage new ideas, and challenge the status quo to ignite innovation and enable our people to achieve their full potential. Every individual at Huron has the opportunity to get involved to bring about collective change. You can take an active role in making an impact. Diversity and inclusion are foundational to who we are as a company. We all have an important role to play in fostering a diverse and inclusive culture where every employee can be successful.

Community Impact

At Huron, we are making an impact in the communities where you live and work – it is in our DNA. Our philanthropic efforts provide additional community service opportunities and pro bono work to organisations that align with our goals, including supporting work-study programs for underrepresented communities through partnerships with universities and other diversity-focused organizations.

Corporate Social Responsibility

We are committed to making a lasting impact on our people, our clients, our environment and the communities we serve

Read more here: <https://ir.huronconsultinggroup.com/static-files/3f9f6572-0dd6-48a1-8016-8a3a30f31936>



JOB DESCRIPTION

Reports to: Managing Director

Practice Area: Europe

Role Summary

Contribute to the Huron | GG+A practice area(s) by developing strategies, products and capabilities, marketing and sales plans, and delivery methodologies that enhance the ability to initiate, sustain and steward the philanthropic missions of our clients.

Main duties

Consulting

- Provide consulting services to client institutions which might including fundraising programme assessments, strategic planning (feasibility) studies, campaign planning, major gift programme planning and execution, staff and volunteer training, strategic planning, alumni relations assessments, case for support development, etc
- Liaise with client organisation staff and leaders with respect and confidence, including senior leadership across and beyond advancement functions
- Work simultaneously on numerous projects, some as a Project Director and some under the project direction of others
- Perform and supervise on- and off-site data collection, project interviews with key client staff and stakeholders, background client research, cohort analysis, comparative data analytics etc
- Review Consulting Associates' analysis and further analyse collected client and benchmarking data and findings to refine charts, findings, and recommendations
- Demonstrate strong commitment to working as part of a team on client engagements across a spectrum of non-profit institutions that vary by size, mission, and sector
- Compile and present clear, compelling, cohesive, accurate, and persuasive presentations and reports, independently or with the support of others. Such compilation and review usually includes: reconciliation of anecdotal findings, benchmarking data, Major Gifts Portfolio Analysis (MGPA), and other analytics (if included) to ensure alignment throughout the report/presentation

JOB DESCRIPTION

Business and Product Development

- Develop and work own Individual Plan (annual sales, marketing, and growth plans)
- Create, design, and implement strategies to drive revenue growth and profitability
- Share strategic business development and planning ideas, including new product development and ongoing innovation of existing products
- Positively and proactively support the drive for teamwork, cooperation, and results-oriented outcomes with consulting professionals across the firm
- Apprise Practice Area and firm leaders on the progress of projects, opportunities for new or extended business, and the development of intellectual property that can be leveraged to serve other clients and projects
- Take initiative to seek and secure new clients and business, participate in business development and sales presentations/initiatives to build Huron | GG+A's client base
- Collaborate with the Growth Enablement Team to develop, review/edit proposals for consulting services to prospective clients and review/edit proposals prepared by other teams
- Lead and/or participate in sales presentations as appropriate
- Pursue opportunities to support the overall marketing/business development objectives of product portfolio by creating lead-generating content, articles, webinars, speaking at professional conferences, writing white papers, and/or other similar activities

Leadership

- Leverage a wide range of skills, experience, and leadership approaches to effectively collaborate with a group of talented, creative consulting resources professionals, who will build upon existing programmes and create new programmes and client offerings
- Ensure a focus on strategic and operational leadership and management, ensuring quality of deliverables against exacting deadlines
- Motivate others in the firm to identify and implement specific integrated projects intended to enhance the visibility of the group in their competitive arena and develop a dominant position in marketplace
- Optimize value and service delivery to clients, increase and secure profitable business, and motivate and develop a high-performing team

JOB DESCRIPTION

Operations

- Ensure that practice area products and services support Huron | GG+A's overall strategy and revenue goals
- Grow and guide support of the widening range of products, services, and client deliverables
- Collaborate with the Huron | GG+A Consulting Team in process improvement and management methodologies to increase efficiencies, cost effectiveness, and workflow optimization
- Work on special projects, serves as a citizen of the firm and a member of a Practice Area, and execute other duties as assigned
- Manage own billable, non-billable, and marketing hours and tracks and records such hours against defined project deliverables and timelines
- Ensure budget and deliverable timeframe and overall scope of project accurately depicts the needs given the project scope
- Contribute to continuous improvement in all areas including systems, policies and procedures, client service and technical support, quality control and management reporting in order to improve the overall effectiveness of the Practice Area
- Continue to stay abreast of the field and industry advances and best practices, and to ensure that the firm is indeed a leader in creating and advancing best practices



REQUIRED KNOWLEDGE, SKILLS, QUALIFICATIONS, EXPERIENCE

Education, Experience and Attributes

- Bachelor's degree or equivalent combination of education and experience
- Significant frontline development experience with exposure to major campaign planning and implementation
- Demonstrable knowledge and interest in fundraising best practices and the not-for-profit sector
- Strong sales skills with significant drive to build a client base
- Exceptional interpersonal skills and ability to work collaboratively with all levels of staff, volunteers, donors, and prospective donors
- Professional and confident business acumen
- Adaptable and flexible team player with a willingness to take on assignments as they arise
- Demonstrated proficiency with Microsoft Office, particularly with Word, PowerPoint, Outlook, and Excel
- Experience with Customer Relationship Management (CRM), SharePoint, and Tableau tools helpful
- Strong work ethic, enthusiasm, and positive attitude, with the ability to produce top-quality work under pressure
- Proactive, self-starter who can think strategically, analytically, and entrepreneurially
- Proactive learner with natural curiosity to learn and explore issues
- Client focused with an intense intellectual interest about each individual organization and what makes it unique
- Willingness and ability to undertake regular travel

Communication and Relationship Skills

- Ability to establish, cultivate and nurture high value relationships with clients, vendors, and internal stakeholders at all levels
- Ability to influence leadership by providing data-driven recommendations that show clients the "why" as well as the "how"
- Demonstrate judgment and poise to present findings and recommendations in a confident, inspiring manner
- Demonstrate comfort and efficacy interacting with senior-level development professionals and high net worth individuals
- Demonstrate discretion when dealing with highly confidential issues
- Demonstrate effective emotional intelligence and intuition necessary to appropriately engage with multiple personalities in a variety of client environments
- Professional and polished executive presence and business acumen, verbal/written communication skills
- Demonstrated ability to effectively collaborate with consulting professionals and clients
- Ability to synthesize data from a group of individuals into a clear, concise, single voiced report grounded in data
- Drive to build a client base in the higher education practice area
- Poise and maturity to present findings and recommendations in a confident, inspiring manner
- Ability to produce top-quality work under pressure, with minimal direction, while dealing with competing priorities and exacting deadlines
- Ability to provide highly valued client-service for both internal and external clients, with focus on continual improvement
- Strong interpersonal skills and ability to motivate teams and individuals
- Ability to read, write, speak and comprehend English fluently

REQUIRED KNOWLEDGE, SKILLS, QUALIFICATIONS, EXPERIENCE

Reasoning Ability

- Strategic and analytical thinker who can provide advice to a variety of organizations, tailoring their delivery to a client's specific culture or need
- Ability to apply a rigorous, analytical approach to client situations and identify solutions that are grounded in evidence and experience
- Ability to think strategically (see big picture) as well as execute tactically (know the details)
- Critical thinking that enables effective data review and ability to generate narrative observations, findings and recommendations
- Ability to let hard data guide conclusions and recommendations, does not jump to conclusions
- Ability to anticipate problems and determine the best course of action for their resolution
- Ability to anticipate possible risks and develop a mitigation plan in preparation
- Demonstrated organizational and project management skills, including the ability to manage multiple projects and competing priorities in a fast-paced, deadline-driven environment
- Results orientation with high expectations for quality and accuracy
- Ability to use diplomacy and tact when dealing with problems
- Demonstrates sound discretion and professional judgement in decision making



TERMS & CONDITIONS

The successful candidate will receive support during the onboarding process and will be welcomed with a comprehensive and bespoke induction programme. We are highly dedicated to the professional development of our colleagues, who have access to mentors, coaches and internal and external conferences and training courses.

Salary

Director: £100,000-£120,000

Senior Director: £130,000-£150,000

Senior Directors at Huron | GG+A have financial business development and sales targets; bonuses are dependent on the achievement of such. Directors are also responsible for generating new business but expectation is lower with as much emphasis on execution and operation as a valued advisor.

Contract Type

Full-time, permanent

Hours of work

37.5 hours a week. Working with a degree of flexibility is expected and will include some evenings and weekends, as well as travel (UK and international) involving nights away from home.

Equal Opportunity

Should you require reasonable adjustments made to the recruitment process, please let us know. Please also let us know of any reasonable adjustments that we would need to make for you to attend an interview.

If successful, your manager will be on hand to discuss any reasonable adjustments you may need in order to successfully take up the role, including changes to working practices, flexibility around hours/breaks, equipment etc.

How to Apply

To apply, please send your CV and cover letter to info@weareconstellate.com. Applications are being accepted on a rolling basis and will close when filled.

Huron GG+A is partnering with Joanna Logan and Erin Hall-Westfall of Constellate Global Talent on this search. If you would like to have a confidential discussion about the position, please email info@weareconstellate.com

EMPLOYEE BENEFIT SUMMARY

BENEFIT	DESCRIPTION	COST SHARING	ELIGIBILITY DATE
HEALTH BENEFITS			
*Private Medical Insurance (Vitality Health)	Provides medical insurance coverage outside the NHS. Huron pays the cost of your private medical coverage. You can cover dependents at your own cost which will be deducted from your net pay.	Premiums are paid in full by the company for employee only.	Coverage is in effect once the appropriate forms have been completed by the employee, and the healthcare provider has accepted the individual
*Private Dental Insurance (Unum)	Provides dental insurance coverage outside the NHS. Huron pays the cost of your private dental coverage. You can cover dependents at your own cost which will be deducted from your net pay.	Premiums are paid in full by the company for employee only.	First of the month following employee's start date
Aetna World Traveler Insurance	Provides emergency health coverage, including urgent medical care and prescription medications while traveling on business outside of your home country.	Huron paid	First day of employment
PAID TIME OFF			
Holidays	Employees receive 24 paid holidays per calendar year. Holiday entitlement will increase by one (1) extra day for each complete year of service up to a maximum of five (5) extra days or an annual entitlement of 29 paid holidays per calendar year.	Huron paid	First day of employment
Public Statutory Holidays	Employees receive 8 paid public holidays per calendar year.	Huron paid	First day of employment
Maternity Pay	The company provides enhanced maternity pay which exceeds the statutory provisions. For employees with two years or more of service, the company will top up the Statutory Maternity Pay (SMP) for 6 weeks at 100% of base salary plus 13 weeks at 50% of base salary. The remaining 20 weeks will be SMP.	Huron paid	2 Years
Paternity Pay	Employees are entitled to enhanced paternity pay based on years of service: Employees with 26 weeks to two years of service will be entitled to one week of paternity pay at 100% of base salary. Employees with over two years of service will be entitled to two weeks of paternity pay at 100% of base salary.	Huron paid	26 Weeks – 2 Years

EMPLOYEE BENEFIT SUMMARY

INCOME REPLACEMENT			
Group Life Assurance Scheme (Canada Life)	Employees receive 4 times their salary in life assurance.	Huron paid	First day of employment
Group Income Protection Scheme (Canada Life)	Provides income protection to replace up to 75% of your base salary up to a maximum monthly benefit of £12,500 in the event of a long-term illness or injury.	Huron paid	First day of employment
Business/ Personal Travel Accident Insurance (Chubb)	Coverage will extend if an individual sustains loss, damage or delay to business equipment or personal belongings, loss or theft of money or travel documents, trip interruption and more. This coverage also provides worldwide protection against loss of life or bodily injury during the course of business travel.	Huron paid	First day of employment
RETIREMENT SAVINGS			
Group Personal Pension Scheme (Scottish Widows)	Provides employees an opportunity to defer salary on a pre- tax basis through salary sacrifice to a Group Personal Pension (GPP) Plan. The company will contribute 6% of the employee's pensionable salary to the GPP. All employees are automatically enrolled into the pension scheme contributing at 2%.	Not applicable	First day of employment
WORK/LIFE PROGRAMMES			
Employee Assistance Programme (TELUS Health)	Provides confidential counseling, consultations, community referrals, multimedia resources and online access to hundreds of articles, self- assessments, podcasts, calculators and more. Services are available 24/7 and are free of charge to you and your dependents.	Huron paid	First day of employment
STOCK OWNERSHIP PROGRAMME			
Stock Ownership Participation Program	<p>You may use a portion of your base salary and annual incentive bonus to purchase Huron stock. You may also submit a cash contribution to purchase stock. The minimum purchase amount each quarter is £375 and the maximum per calendar year is £15,000 Huron will provide a 25% matching restricted stock grant to those who elect to participate.</p> <p>Employees must hold all shares they purchase for a minimum of 6 months and must remain continuously employed with Huron for one year from the date of purchase (grant) for the restricted stock to vest.</p>	Not applicable	You must be hired by the start of the applicable enrollment period to participate.

IMPORTANT NOTE: This summary is for illustrative purposes only and is subject to change without notice. It should not be construed as a legal document.

**This is a taxable benefit*

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