



Simplify what you do

## Life Sciences

### Organisation Development and Change Management Consultants

We are WCI Consulting, a Management Consulting firm employing 100 professionals across Europe and the USA.

Increasing client demand for our services means we are looking to grow our Life Sciences consulting team in Europe where we have been partnering with Pharmaceutical and Biotech firms since 1996. Headquartered on the south coast of England, our staff live across the EU.

Our target clients are the Top 100 Pharmaceutical companies, leading Biotech's, Agrochemicals, Medical Devices and Generic manufacturing companies. Our impressive client list includes 18 of the Top 20 Pharmacos and we facilitate a benchmark forum in Drug Safety whose members include 15 leading Pharmaceutical companies.

Current assignments focus on enhancing performance in a range of regulated business activities including:

- Drug Safety/Pharmacovigilance and Risk Management
- Clinical Development, Study Management and Clinical Trial Supplies
- Manufacturing/Supply Chain with integration of QA/QC and compliance

Key to our success with clients is our knowledge of their type of environment and our ability to *work with them to implement* operational improvements which reduce complexity and improve compliance to deliver substantial business benefits.

We are looking for a small number of experienced Senior Consultants and Managing Consultants with specialist knowledge of Organisation Development and Change Management.

Creative team players with practical implementation skills and a willingness to travel should read on.

To be considered you should bring with you 3-5 years proven consulting skills around change management, client management and facilitation, along with in-depth knowledge in a wide range of organisational and people change process:

- Organisation Design and Development applied in the context of business process and technology improvements to solve business issues
- Working knowledge of frameworks for managing business change (e.g. Kotter)
- Communication and mobilisation planning and implementation
- Competency frameworks
- Performance Management
- Recognition and rewards
- Leadership development
- Coaching and mentoring
- Strategy formulation and roll out

Successful candidates must be able to work effectively at all levels of the client organisation. Process Transformation consulting experience in the Life Sciences industry would be ideal but not essential.

Applicants for the Managing Consultant role must have, in addition, some exposure to business development.

If you would like to apply for this position or would like an informative discussion about the role, then please send your contact details, together with Curriculum Vitae to: [consulting.recruitment@wcigroup.com](mailto:consulting.recruitment@wcigroup.com) and state the position that you are applying for in the subject field of your email.