

## Management Consultancy - RM3745 Grade definitions

	Finance		Audit		HR: Health & Community: Education: Infrastructure: ICT & Digital
Grade	Indicative characteristics	Grade	Indicative characteristics	Grade	Indicative characteristics
Junior Accountant / Auditor	A qualified AAT technician or part qualified accountant (CCAB, ACCA, ICAEW, ICAS or equivalent) with exposure in finance.	Junior Auditor	An auditor undergoing professional training for an internal audit or accountancy qualification, with relevant exposure to internal audit.	Junior Consultant	Demonstrable experience and relevant exposure in a range of projects in a specialist field. Evidence of client facing experience and relationship management. Support for planning and monitoring budgets and services to wider consultancy projects; and experience of proposal preparation.
Accountant / Auditor	A part qualified accountant (CCAB, ACCA, ICAEW, ICAS or equivalent) with financial experience.	Lead Auditor	A PIIA qualified internal auditor or part qualified accountant (CCAB, ACCA, ICAEW, ICAS and CMIIA or equivalent) with relevant internal audit experience and knowledge of public sector environment.	Consultant	Notable subject matter experience, in-depth knowledge and relevant experience of their specialist fields. Evidence of a wide range of consultancy projects and client facing experience. Support work in process and organisational design and leading workshops and events. Actively seeks out work from senior managers.
Senior Accountant / Auditor	A qualified accountant (CCAB, ACCA, ICAEW, ICAS or equivalent) with post qualification exposure and relevant proven financial experience.	Senior Auditor	A qualified internal auditor or qualified accountant (CCAB, ACCA, ICAEW, ICAS and CMIIA or equivalent) with relevant internal audit experience and sound knowledge of public sector environment.	Senior Consultant / Manager	Management of engagements and projects adhering to professional standards and strict costs controls. Substantial proven experience in their specialist field and in a consultancy / training role. Previous experience in the project management in a wide range of high quality and relevant projects. Familiarity of the issues / problems facing public sector organisations.
Principal Accountant / Auditor	A qualified accountant (CCAB, ACCA, ICAEW, ICAS or equivalent) with proven post qualification experience and significant, proven relevant financial experience. Sound knowledge of public sector accounting and management practices.	Audit Manager	A qualified internal auditor or accountant (CCAB, ACCA, ICAEW, ICAS and CMIIA or equivalent) with relevant post-qualification internal audit experience and sound knowledge of public sector environment and management practices.	Principal Consultant	Recognised expert in their specialist field and in a consultancy/training role. Significant proven relevant experience managing a full portfolio of clients in a variety of complex projects. Sound knowledge of the public sector, current policy and political issues. Assists in fee proposals. Previous experience in project management on at least three major projects, preferably public sector and using the PRINCE2 or equivalent method.
Managing Accountant / Auditor	A qualified accountant (CCAB, ACCA, ICAEW, ICAS or equivalent) with significant, proven post qualification experience and relevant significant, proven, industry recognised financial experience. Good knowledge of public sector accounting and management practices.	Senior Audit Manager	A qualified internal auditor or accountant (CCAB, ACCA, ICAEW, ICAS and CMIIA or equivalent) with proven relevant post-qualification internal audit experience and sound knowledge of public sector environment and management practices.	Managing Consultant / Associate Director / Director	Substantial experience in their specialist field and operating multiple major consultancy assignments achieving specific revenue and income objectives to agreed outcomes. Previous experience in recruiting and managing remote teams, project billing, project and risk management on at least five major projects. Advises client Senior Management Teams and Directors in the commercial and public sectors. Use of PRINCE2 or equivalent. In depth knowledge of the public sector, current policy and the political issues affecting it. Typically we would expect a person within this category to have significant, proven, industry recognised experience.
Partner / Director Accountant / Auditor	A qualified accountant (CCAB, ACCA, ICAEW, ICAS or equivalent) with significant, proven, industry recognised post qualification experience and significant, proven, industry recognised financial experience. Extensive experience in their specialist field, in which they are nationally or internationally renowned as an expert. In depth knowledge of public sector accounting and management practices.	Partner / Director of Audit	A qualified internal auditor or accountant (CCAB, ACCA, ICAEW, ICAS and CMIIA or equivalent) with relevant significant, proven, industry recognised post-qualification internal audit experience, sound knowledge of public sector environment and management practices. Regarded as an expert nationally or internationally.	Partner / Managing Director	Extensive achievement in their specialist field, in which they are nationally or internationally renowned. Extensive experience of leading or directing major, complex and business-critical projects, bringing genuine strategic insight, understanding the range of services to be delivered to the client. In depth knowledge of the public sector and of current policy and political issues affecting it.