

Senior Manager		
PROJECT PERFORMANCE	20%	<ul style="list-style-type: none"> • Shape, structure and plan of work packages in line with Capgemini commercial model ensuring approvals and appropriate sign off. • Take an active role in managing the PROR and DOR for your accounts • Demonstrate leadership on engagements in pursuit of outstanding delivery and quality • Draft Statements of Work for Senior Management review and approval. • Achieve a "3" rating or better on all engagement appraisals; • Manage teams to deliver projects and/or programmes; • Complete team member engagement objectives and reviews (MyPath). • Gain client quotes/references that can be used externally • Curation of re-usable Assets and Case Studies from engagements • Implement Our Invent Way
UTILISATION	40%	<ul style="list-style-type: none"> • In order to drive our P&L, manage our engagements effectively and set the right leadership example, achieve a personal utilisation of 70%. • Proactively flag availability (self and team) to your Resource Manager
INTERNAL CONTRIBUTION & LEADERSHIP	20%	<ul style="list-style-type: none"> • Contribution to CU/SU management and development through: <ul style="list-style-type: none"> – Attendance and participation in the CU/SU opps Calls. – Enable and support resourcing decisions • Recruitment: <ul style="list-style-type: none"> – Support the process - numbers, job descriptions. – Participate in CV screening, interviews and TSEs. – Manage probations in the team. • Managing career development of our people: <ul style="list-style-type: none"> – Be a successful PDM Inc. probation and resolving HR issues – Coaching/mentoring consultants/pastoral care – Attend and participate in Talent events / calibration • Ensure (self and team) time and expenses are booked and forecast to DTX within the appropriate timelines. • Update silhouette profile after each assignment. • (NSO Specific) Support growth and development of NSO go to Market collateral and capability through leveragable assets.
BOOKINGS	20%	<ul style="list-style-type: none"> • Enable and Support sales of at least £1m per annum • Actively engage on pursuits, bids, and sell-on opportunities to develop sales and commercial awareness/acumen; • Prepare and facilitate Opportunity Review(s); • Achieve Sales at or above the SU target Contribution Margin

Managing Consultant		
PROJECT PERFORMANCE	40%	<ul style="list-style-type: none"> • Shape, structure and plan of work packages in line with Capgemini commercial model ensuring approvals and appropriate sign off. • Take an active role in managing the PROR and DOR for your accounts • Demonstrate leadership on engagements in pursuit of outstanding delivery and quality • Draft Statements of Work for Senior Management review and approval. • Achieve a "3" rating or better on all engagement appraisals; • Manage teams to deliver projects and/or programmes; • Complete team member engagement objectives and reviews (MyPath). • Gain client quotes/references that can be used externally • Curation of re-usable Assets and Case Studies from engagements • Implement Our Invent Way
UTILISATION	40%	<ul style="list-style-type: none"> • In order to drive our P&L, manage our engagements effectively and set the right leadership example, achieve a personal utilisation of 75%. • Proactively flag availability (self and team) to your Resource Manager.
INTERNAL CONTRIBUTION & LEADERSHIP	20%	<ul style="list-style-type: none"> • Contribution to CU/SU management and development through: <ul style="list-style-type: none"> – Attendance and participation in the CU/SU opps Calls. – Enable and support resourcing decisions • Recruitment: <ul style="list-style-type: none"> – Support the process - numbers, job descriptions. – Participate in CV screening, interviews and TSEs. – Manage probations in the team. • Managing career development of our people: <ul style="list-style-type: none"> – Be a successful PDM Inc. probation and resolving HR issues – Coaching/mentoring consultants/pastoral care – Attend and participate in Talent events / calibration • Ensure (self and team) time and expenses are booked and forecast to DTX within the appropriate timelines. • Update silhouette profile after each assignment. • (NSO Specific) Support growth and development of NSO go to Market collateral and capability through leveragable assets. • Actively engage on pursuits, bids, and sell-on opportunities to further develop sales and commercial awareness/acumen; • Support the preparation and facilitation of Opportunity Review(s).

Senior Consultant		
PROJECT PERFORMANCE	40%	<ul style="list-style-type: none"> • Demonstrate personal capability and competence in pursuit of outstanding client delivery. Achieve a "3" rating or better on all assignment appraisals. • Lead and manage a project or programme work stream and its deliverables within a project with minimum guidance. • Develop and maintain trusting client relationships. • Ensure (self and team) time and expenses are booked and forecast to DTX within the appropriate timelines. • Complete team member engagement objectives and reviews (MyPath). • Build Team management and coaching skills through leading small teams within projects or programmes. • Whilst on a project proactively identify new sales opportunities and bring to the attention of the appropriate lead. • Contribute to the shaping and structuring work packages through specific expertise and knowledge. • Build knowledge and awareness of Invent Sales Processes and Tools (IVs etc) through participation in pursuits, bids, and sell-on opportunities. • Develop an understanding of our business principles and delivery processes (e.g. 'Our Invent Way' and aspects of Commercial & Risk Mgt).
UTILISATION	40%	<ul style="list-style-type: none"> • In order to drive our P&L, manage our engagements effectively and set the right leadership example, achieve a personal utilisation of 80%. • Proactively flag availability (self and team) to your Resource Manager
INTERNAL CONTRIBUTION & LEADERSHIP	20%	<ul style="list-style-type: none"> • Support the development SU, CU, CT or NSO assets and collateral through innovation and assignment experience. • Be recognized as an authority in your given area of expertise (internally and externally) in order to drive/support business development. • Keep up to date with current trends impacting your domain. • When requested engage on pursuits, bids, and sell-on opportunities to develop sales and commercial awareness; • Engage in the CU/SU/CT operational management through activities such as; recruitment, L&D and or people and performance management processes; Run/support at least 2 internal training sessions covering, induction, Core consulting skills, NSO or CT services • Maintain your silhouette profile. • Post/support at least 3 external blogs either via Capgemini or direct on earned media • Actively guide and coach junior members of the team; • Make use of your discretionary effort to develop the business, as directed by your CU, SU or NSO. • Complete all MyPath activities to deadlines; • Demonstrate collegiate behaviours in the spirit of the Capgemini Values • Demonstrate the above through giving and actively receiving feedback

Consultant		
PROJECT PERFORMANCE	40%	<ul style="list-style-type: none"> • Demonstrate personal capability and competence in pursuit of outstanding client delivery. Achieve a "3" rating or better on all assignment appraisals. • Execute a work stream and its deliverables within a project with minimum guidance. • Seek coaching and opportunities to develop your Core Consulting skills. • Ensure (self and team) time and expenses are booked and forecast to DTX within the appropriate timelines. • Complete team member engagement objectives and reviews (MyPath). • Build Team management and coaching skills through leading small teams within projects or programme. • Develop and maintain trusting client relationships. • Whilst on a project proactively identify new sales opportunities and bring to the attention of the appropriate lead. • Contribute to the shaping and structuring work packages through specific expertise and knowledge. • Build knowledge and understanding of our business principles and operational processes (e.g. 'Our Invent Way', Performance Management Processes and Sales Excellence).
UTILISATION	40%	<ul style="list-style-type: none"> • In order to drive our P&L, manage our engagements effectively and set the right leadership example, achieve a personal utilisation of 85%. • Proactively flag availability (self and team) to your Resource Manager.
INTERNAL CONTRIBUTION & LEADERSHIP	20%	<ul style="list-style-type: none"> • Support the development CU/CT/SU/NSO assets and collateral through assignment deliverables and collateral; completing case studies, creating reusable assets and knowledge capture. • Share knowledge that can be used to drive new business development in our target markets. • Keep up to date with current trends impacting your domain. • Actively engage on pursuits, bids, and sell-on opportunities developing impactful content and demonstrating commercial awareness/acumen. • Understand and execute against our business operational processes (e.g. Performance Management Processes and Sales Excellence). • Post/support at least 3 external blogs either via Capgemini or direct on earned media. • Build knowledge and understanding of our business principles and operational processes (e.g. 'Our Invent Way', Performance Management Processes and Sales Excellence). • Maintain your silhouette profile. • Demonstrate collegiate behaviours in the spirit of the Capgemini Values. • Demonstrate the above through giving and actively receiving feedback

Associate Consultant		
PROJECT PERFORMANCE	40%	<ul style="list-style-type: none"> • Demonstrate personal capability and competence in pursuit of outstanding client delivery. Achieve a "3" rating or better on all assignment appraisals. • Execute a work stream and its deliverables within a project with minimum guidance. • Seek coaching to develop your Core Consulting skills. • Ensure (self and team) time and expenses are booked and forecast to DTX within the appropriate timelines. • Complete team member engagement objectives and reviews (MyPath). • Update silhouette profile after each assignment • Develop and maintain trusting client relationships. • Keep up to date with current trends impacting your domain; • Build knowledge and understanding of our business principles and operational processes (e.g. 'Our Invent Way', Performance Management Processes and Sales Excellence).
UTILISATION	40%	<ul style="list-style-type: none"> • In order to drive our P&L, manage our engagements effectively and set the right leadership example, achieve a personal utilisation of 75%. • Proactively flag availability (self and team) to your Resource Manager.
INTERNAL CONTRIBUTION & LEADERSHIP	20%	<ul style="list-style-type: none"> • Actively develop and grow your internal network with Capgemini • Support and engage in the development of your communities • When requested engage on pursuits, bids, and sell-on opportunities to develop sales and commercial awareness • Working with your CT Lead support the development assets and collateral; completing case studies, creating reusable assets and knowledge capture for all projects and contributing to Invent knowledge system. • Build knowledge and understanding of our business principles and operational processes (e.g. 'Our Invent Way', Performance Management Processes and Sales Excellence). • Maintain your silhouette profile. • Post/support at least 3 external blogs either via Capgemini or direct on earned media • Engage and invest in the development of your SU/CU/CT through operational activities such as; recruitment, Learning & Development and people processes; • Make use of your discretionary effort to develop the Invent business, as directed by your CT; • Complete all MyPath activities to deadlines; • Demonstrate collegiate behaviours in the spirit of the Capgemini Values. • Demonstrate the above through giving and actively receiving feedback