

Consultant



Consultant

Senior Consultant



New to Level

~2-3 years

Ready to Promote



OVERVIEW

At the consultant level, you **refine skills learned as an analyst or from previous employment**, developing more expertise and leadership capability. You take on responsibility that's often broader than your own work product and are **sometimes asked to guide others' work**.

You will likely be responsible **for communicating effectively on behalf of others as well as yourself**. It's expected that you bring proposed solutions for problems to team leaders (versus just the problems themselves). And, you should leverage the skills, knowledge, and relationships you've built in your career to gain greater responsibilities and **more complex roles in your area of expertise**.

You may also be looking to broaden your experiences as you explore career possibilities. You may want to try roles in different clients, industries or technologies. As you explore, you will have to **balance getting greater responsibilities in areas for which you've already demonstrated success with potentially needing to re-build credibility in a new area** of interest.

As you approach the senior consultant career level, your ability to build relationships will become increasingly important. The complexity of your work will gradually increase and your ability to manage ambiguity and priorities also becomes increasingly critical to your success.

KEY CONSIDERATIONS

For all:

- How am I stepping up to take responsibility at my client?
- What do I want to be known for?
- Is pursuing graduate school something that will enhance my Deloitte career?

For promotes:

- How am I taking greater responsibility at my client and in my firm contributions?

For experienced hires:

- How do I best integrate into the culture of Deloitte?
- How do I plan for the remainder of my career in Deloitte?



Reflect on these topics and discuss with your coach and other trusted advisors.

WHAT'S NEXT

- If you are ready to perform at the next level → promotion to senior consultant
- If you are more aligned with another [talent model](#) → transfer to another talent model role
- If the consulting lifestyle or Deloitte is not a fit for you → [Colleague for Life](#)



Strategically plan and seek experiences and exposures related to client delivery and practice, people, sales/business, and personal development that help you meet expectations and prepare for the next level. See [My Development Plan](#) for a list of potential experiences (My Experiences) and exposures or connections (My Exposures) to target based on your offering or offering portfolio. Below are examples provided for guidance.



FOCUS AREA	STARTING OFF STRONG	STEPPING UP
CLIENT DELIVERY	<ul style="list-style-type: none">• Build professional relationships with client counterparts• Read engagement SOWs to understand your role, responsibilities, deliverables, and budget, as well as those of the larger workstream/team• Contribute to status reports and identify any potential upstream or downstream delays pertaining to deliverables• Identify issues, generate alternatives, and present recommended courses of action to your engagement manager or team lead	<ul style="list-style-type: none">• Leverage previous work/techniques to expedite/improve upon deliverables• Leverage past work or experiences to complete assignments quickly with minimal supervision• Present a portion of materials during a client meeting• Team with another team member in a virtual team structure (including offshore resources, as appropriate)
PRACTICE DEVELOPMENT	<ul style="list-style-type: none">• Be the knowledge manager on your engagement• Contribute to one or two impactful, strategic marketplace and talent investments each fiscal year• Exercise your project management skills in an internal initiative	<ul style="list-style-type: none">• Contribute to the development of eminence; demonstrate issue-to-impact in eminence development• Take ownership of 1-2 deliverables in internal initiatives
PERSONAL DEVELOPMENT	<ul style="list-style-type: none">• Actively solicit feedback from peers, junior team members and team leads on what you do well and areas for improvement• Identify and begin to learn about an area that can become a specialty• Proactively seek out opportunities to grow new skills	<ul style="list-style-type: none">• Explore 2-3 industry sectors that interest you, including key players, how businesses succeed, and current trends• Actively participate in social media or read publications and apply knowledge/insights gained to conversations/activities
PEOPLE DEVELOPMENT	<ul style="list-style-type: none">• Begin to mentor others by example and model standards for more junior team members	
SALES/BUSINESS DEVELOPMENT		<ul style="list-style-type: none">• Contribute to a proposal
NETWORK	<ul style="list-style-type: none">• Build your network of peers and senior practitioners in your area of work and on your current client engagement• Act as an informal mentor for junior practitioners	<ul style="list-style-type: none">• Expand your network with regional and industry leadership



Applying your credibility and prior experiences to new situations will be important to your success at this level. Leverage what you know and also use your experience to “pivot” to something new when you’re ready (e.g. a similar role in a new industry or a different role on the same client).

At this career level, **your responsibilities can be challenging and complex**. Therefore, it's important to learn how to maintain your composure and manage through any ambiguity or conflict.

Effective communication ranges from concise emails to complex deliverables and everything in between. It is one of the most valuable skills you can develop. Learn to adapt your delivery for the audience and to construct logical messages. Ask for feedback, from peers and those above and below you, to continuously improve your communication style.

Aligning your development efforts with your career and performance goals will help you prioritize which development efforts to immediately pursue and which to forgo for a while. Focus most on development activities that can help you achieve your near-term performance goals and those that specifically enable your long-term career aspirations.

