

Belgium Jobs Expertini®

Team Leader - Southern Europe

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Company: ERM

Location: Belgium

Category: computer-and-mathematical

ERM is the world's largest pure-play sustainability consultancy and we have been named as a leader in the ESG & Sustainability Consultancy industry, according to new independent research. We have an impressive client base including over 50% of global Fortune 500 companies. Our consultants deliver on high-profile and some of the most technically challenging projects ranging from Corporate sustainability through to Net Zero, Climate Change and Renewable among other services.

Reporting to, and supporting, the BU Partner Lead for the Sustainable Product and Supply Chain (SP&SC) team, the Team Leader will be responsible for leading the SP&SC team across a number of countries in the Business Unit, including line management of consultants within the Business Unit. The position can be based in any of our Southern Europe offices including France, Spain, Belgium, Italy, or Netherlands.

The job holder will work with relevant stakeholders to ensure that each proposal and project is adequately resourced, and that individual team members are supported to achieve their overall contribution statements including targeted useful billability.

The role is operational and involves financial governance and monitoring of BU performance, with feedback to the BU Partner Lead and ownership of changes/levers to initiate to meet financial metrics. Key to the success of the SP&SC business in EMEA is the interaction between the Team Leader roles in each BU for SP&SC and the EMEA Resource Manager, to enable effective cross-resourcing and connection of staff to projects.

The job holder will also ensure that their own time is also spent supporting the successful delivery of projects and proposals.

Role responsibilities

Achieve personal and Team UB Targets

Forecast hours, review timesheets vs forecast and approve time sheet (where appropriate) on a weekly basis

Support the BU Partner Lead, through leadership and operational management the team, including working with relevant stakeholders to ensure the timely and effective identification of skill gaps or workload imbalances.

Work with other TLs to address under/over resourcing by deploying under-utilised staff to billable work across teams/requesting resources.

Assist the Partners to build effective teams and maintain a current hiring plan with regular feedback on hiring needs to the HR team. Ensuring to build the right pyramid especially by delegating to senior and ensure senior delegate to junior and hire at the basis.

Contribute to the development, growth and management of a high-performance team, serving as a leader and mentor to more junior consultants through all interactions with them.

Oversee the engagement, and drive performance management, coaching and development of each team member, ensuring promotion internally within the team.

Promote DE&I across the team and actively participate in DE&I initiatives. Recognise positive DE&I behaviours in others and ensure diversity data is up to date in Workday.

Support and promote wellbeing and mental health within the team

Achieve the job holder's own utilization target and other contribution statement objectives agreed with the line manager.

Ensure global, regional, and local policies and procedures are followed by all team members.

Ensure to keep up to date with IT systems such as Salesforce, Minerva, GMS and HRIS.

Check rates regularly for the team and ensure that used rates are correct.

Why Join ERM?

As well as being a key part of the largest organisation of its kind, your role will be helping to

enable the low-carbon economic transition, finding colleagues who will directly help companies to make the world a better place and meet their Sustainable Development Goals (SDGs).

We offer flexible hybrid working, a competitive salary and benefits package. ERM offers all our employees a diverse and inclusive culture

in which differences are embraced, valued, and celebrated.

ERM does not accept recruiting agency resumes. Please do not forward resumes to our jobs alias, ERM employees or any other company location. ERM is not responsible for any fees related to unsolicited resumes

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