



ASSOCIATE CONSULTANTS - ROLE DESCRIPTION

Context

[Spring Impact](#) works with mission-driven organisations to help them scale. Our ambition is to enable the sustainable and successful scale of social and environmental impact, so that organisations can address the world's problems at scale and transform more lives. Over the last decade, we have worked with over 500 organisations, helping them on their scaling journeys.

As we grow, we are actively building a pool of Associate Consultants, who we can work with to deliver best-in-class consulting and training support to organisations across the globe. We know that to provide the best possible support to our diverse base of partner organisations, our team must have a variety of experience, expertise, and insights from which to draw. We are looking for associates who are passionate about delivering social impact at scale, have expertise in one of our core areas of work (see below) and who can effectively work with us to deliver our [mission and values](#).

The role

Associate Consultants work alongside other members of the Spring Impact team to provide bespoke consultancy and training services to mission-driven organisations. Project teams support organisations to analyse and clarify the problem they see, their contribution towards solving this, and the short and long-term plans that will enable them to scale their impact, as well as support them to test and learn as they scale using [lean impact principles](#).

Projects vary significantly in length and intensity, with engagements ranging from three to 24 months, and from light-touch coaching and cohort-level training to in-depth bespoke support. For examples of recent projects please visit the [case studies section](#) of our website. Most work can be conducted online, but typically a 3-5 day visit to where the partner organisation is located for in-person workshops is required every 3-6 months.

The role of associate consultants will vary depending on the project and the partner organisations we are working with, but in general will include:

- Critical thinking and problem-solving to help our partner organisations determine how they can best scale their impact
- Producing high-quality analysis and insights to support partner organisations to understand key trends, challenges, opportunities in order to develop effective scaling strategies
- Preparing and facilitating workshops with partners (often senior executives and Board members), alongside other members of the Spring Impact team to reach informed decisions.
- Conducting interviews and focus groups with partners, stakeholders, and customers/beneficiaries to understand issues and potential solutions
- Developing presentations, reports, financial models, and other deliverables for partners and internal Spring Impact use

- Conducting desk-based background research
- Providing coaching to support partners in actioning their scale strategy and testing key assumptions

How it works

Individuals interested in becoming an Associate Consultant with Spring Impact are invited to submit their CV and a short application at any time to join a database from which Spring Impact will recruit Associate Consultants as and when projects arise. Individuals will be asked to confirm their consent to remain in the database annually.

Once an individual has worked with Spring Impact and has performed to a satisfactory standard, they will be invited to join a pool of Associate Consultants.

Once a project is identified, Spring Impact will share a project brief with individuals with relevant skills and experience in the pool and/or the database. Interested individuals will be asked to complete an expression of interest, demonstrating their suitability for the project, following which interviews will take place.

What we are looking for

We are looking for Associate Consultants who can demonstrate the following criteria:

	Essential	Desirable
Knowledge & Experience	<ul style="list-style-type: none"> • Demonstrated consulting experience or equivalent 	
	<ul style="list-style-type: none"> • Demonstrated knowledge and experience of one of Spring's focus regions: <ul style="list-style-type: none"> ○ UK ○ USA ○ Europe ○ Sub-Saharan Africa 	<ul style="list-style-type: none"> • Lived experience of (i.e. come from) one of Spring's focus regions: <ul style="list-style-type: none"> ○ UK ○ USA ○ Europe ○ Sub-Saharan Africa
	<ul style="list-style-type: none"> • Demonstrated expertise in/or experience of social impact/non-profit/social enterprise sectors 	<ul style="list-style-type: none"> • Experience in one or more of the most common sectors for Spring: <ul style="list-style-type: none"> ○ Early childhood development ○ Child protection ○ Education ○ Health ○ Gender, including reproductive justice.

	<ul style="list-style-type: none"> ● Demonstrated expertise in one or more of the following core Spring areas: <ul style="list-style-type: none"> ○ Scale strategy ○ Organisational strategy ○ Working with government ○ Systems-change ○ Lean innovation ○ Organisation design & development ○ Funding models for scale 	<ul style="list-style-type: none"> ● Demonstrated expertise in/or experience of one or more of: <ul style="list-style-type: none"> ○ Fundraising ○ M&E/impact ○ Training ○ Coaching
	<ul style="list-style-type: none"> ● Demonstrated experience of project management 	
		<ul style="list-style-type: none"> ● Lived experience of common social issues
Skills	<ul style="list-style-type: none"> ● Strong analytical and critical thinking skills 	
	<ul style="list-style-type: none"> ● Strong facilitation and coaching skills 	
	<ul style="list-style-type: none"> ● Strong communication skills 	
	<ul style="list-style-type: none"> ● Strong team working and relationship management skills 	
	<ul style="list-style-type: none"> ● Ability to produce high quality deliverables including presentations, reports and financial models. 	
	<ul style="list-style-type: none"> ● Adaptability and flexibility 	
	<ul style="list-style-type: none"> ● Fluency in English 	<ul style="list-style-type: none"> ● Fluency in one or more of the following: <ul style="list-style-type: none"> ○ French ○ Kiswahili ○ Portuguese ○ Bulgarian
Other	<ul style="list-style-type: none"> ● Access to the necessary equipment and technology to support remote/virtual working 	

	<ul style="list-style-type: none"> • Self-employed, in a tax and legal sense. 	
	<ul style="list-style-type: none"> • Have or are willing to put liability insurance, or equivalent in place 	
	<ul style="list-style-type: none"> • Willingness and ability to travel 	
	<ul style="list-style-type: none"> • Alignment with Spring Impact values 	

What we offer you

- A flexible and supportive work environment
- Opportunity to work with leading non-profits and social enterprises
- Comprehensive onboarding process
- Training on and support to implement Spring Impact's cutting-edge methodologies and tools to scale the impact of effective interventions.
- Opportunity to work collaboratively with the Spring Impact team and join peer learning spaces
- A point of contact to support you to excel and develop in your role
- Competitive fees and training opportunities

"Working as an associate with Spring Impact has given me the opportunity to work across a diverse range of interesting and impactful projects. I've learnt a great deal from Spring's innovative scale and lean methodologies, and their approach to partnering with clients in a thoughtful and challenging way. In the associate role I've felt that my experience, knowledge and contribution have been consistently valued within an organisational culture that is supportive, caring and inclusive."

- Lucy, Associate Consultant

How to express interest

If you are interested in working with us and would like to join a database of individuals who we will contact as and when projects arise, please complete [this short form](#) and send your CV to associaterecruitment@springimpact.org. We aim to review and respond to applications within a month.

For us, diversity is an essential part of our organisational success. We are committed to ensuring that Spring Impact is an inclusive environment for all, regardless of race, gender identity, disability, sexual orientation, age, religion, and socioeconomic background. This commitment applies for both permanent employees and associates.

Spring Impact will not, under any circumstances, share with or sell your personal information to any third party for marketing purposes.