

Client Lead, Transformation & Change - Director Level

Insocius is a specialist consultancy partnering with senior leaders and their teams in the pharma and life sciences industries.

We are change management, strategy, lifecycle communications and executive development experts. We bring decades of pharmaceutical and life science industry experience to the development of strategies and plans that enable organisational change, improve R&D and commercial performance, and advance leadership goals.

Insocius specialises in supporting leaders and teams meeting business challenges around: value articulation, organisation strategy acceleration, business transformation, and executive performance. The quality of what we deliver is what leads to future work.

The Collaborators who work in partnership with our clients all work virtually and the majority work part-time. This model enables us to bring together some of the top talent in our sector and deliver to the high standards that have made our name.

We are looking for a senior Client Lead, a Director level position, to lead the development and implementation of change management and communication strategies that enable transformation and business performance improvement for our pharma and life sciences clients.

At Insocius, the Client Lead is responsible for leading the development of our business across a key client or clients, growing our business by both ensuring the quality of delivery of our existing projects and by introducing the full range of our capabilities to key decision-makers across the client's most senior leadership.

Our clients:

Our clients are some of the largest global pharmaceutical and life sciences companies as well as rapidly scaling Biotechs, and our current projects are with teams based in the UK, US and Switzerland.

Your direct contacts will typically be C-suite (Biotech), C-1, C-2 leaders (Pharma) and their teams. Our core role is to work with them to diagnose, articulate and activate strategies to address the challenges they face.

Your role:

As a Client Lead you will own the relationships with the client at the most senior level, looking to create new relationships and opportunities to leverage the full range of Insocius capabilities. This will include building knowledge and relevant expertise across the Insocius team. You will be responsible for ensuring the delivery of current projects meets the expectations of the client and our quality standards. This will require business acumen, curiosity about the clients' businesses and an ability to manage ambiguity to identify underlying needs and match Insocius resources to fulfil those needs.

With deep expertise in leading the design and delivery of change and communication strategies in complex transformation projects, you will be the lead Insocius contact for a growing number of clients in this space. We will look to you to expand our relationships beyond your initial contacts and develop further opportunities in this space. You will be responsible for setting the vision for our partnership with these clients, developing client relationships with project decision-makers and budget holders, offering strategic leadership to Insocius teams and overseeing the work of project teams. You will be accountable for building and winning new business with these clients, and developing potential new clients for future work.

Our work supporting clients with business transformation covers all areas of the pharmaceutical and biotech organisation, from R&D to Commercial and across all business functions. You will have a strong understanding of the pharmaceutical and biotech organisations, their unique challenges and what it takes to successfully deliver change in that environment, including the latest change and engagement methodologies and approaches.

As an expert in change and transformation, you may also be called upon by other client leads to offer perspective and expertise in this space.

Candidate requirements:

Experience

Significant (15+ years) experience as a client lead in a top-tier consultancy working with major global pharma or life science clients.

Deep understanding of organisational change and transformation, particularly operating model change, and the latest thinking and methodologies in this space.

Strong change, communications and executive coaching skills, and ability to blend those in the context of transformation projects and programmes.

Able to think creatively and strategically to solve complex problems and deliver impactful solution in often ambiguous or changing environments.

Able to demonstrate a track record of successfully engaging and influencing client company leaders, and of providing strategic advice and senior client counsel at a global level.

Can demonstrate success in converting business opportunities into defined and billable projects/budgets.

A track record of leading teams in a consultancy organisation based on common goals, with first-rate project management skills.

Interested in learning more and discussing whether this is the next step in your career, contact:

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