



Senior Organizational Strategy Consultant



Requirements

- At least six years' experience (more senior candidates are also welcome to apply)
- As a management or strategy consultant
- Within banking or financial services
- Focus on organizational effectiveness in transformations
- Experience in setting up or optimizing target operating models, developing purpose and vision, and implementing performance metrics
- Stakeholder management



ING's Global Transformation Expert (GTE) team focuses on strategic transformation projects within the worldwide organization. Within GTE a small group of consultants focus on organizational effectiveness. Demonstrating a solid consulting mindset and associated skills, the Senior Organizational Strategy Consultant will help this team's performance and reputation grow further.



ABOUT THE COMPANY

ING

ING is a global financial institution with a strong European base. But the bank is also steadily growing worldwide. It aims to ensure that people are always able to stay one step ahead, both privately and in business. With 57,000 employees, ING provides commercial services to more than 40 million customers in over 40 countries. All staff are driven by the same key values: transparency, integrity, and social responsibility.

Last year saw the setting up of the Global Transformation Expert (GTE) team, made up of consultants, change execution professionals, and process experts. The team has a clearly defined mission: to work with senior business owners and teams globally to increase effectiveness, accelerate delivery, and improve strategic decision-making within the bank.

Organizational Effectiveness team

The Organizational Effectiveness team is part of the GTE team and is led by the Expert Lead, who is a former Associate Partner of McKinsey. In effect, his team forms a boutique consultancy firm within the bank, which is set to be strengthened in the months ahead by the addition of two Senior Organizational Strategy Consultants.



The work of the Organizational Effectiveness team focuses on establishing and improving target operating models, leadership positioning, performance management, measurement methodologies, and communication issues. Examples might include formulating a clearly defined vision narrative or objectives for a team or department, setting up an effective operating target model, or implementing a new method to measure results and successes. Connecting strategy and execution is central to all of the team's work. In a nutshell: these are complex, strategic transformation projects across various business lines, domains, and countries.



VACANCY

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The existing Organizational Effectiveness team consists of seven international experts. There is currently a need for strategic consulting skills that will enable the team to adopt an even more effective and efficient approach to its work. Also, there is room for one senior to work alongside the Expert Lead to scale up the team and its impact across the bank.

The Senior Organizational Strategy Consultant must be equipped with the so-called consulting toolkit: the ability to structure problems and take action to solve them, synthesize clear takeaways from complex information, building trust with senior stakeholders, and strong organizational sensitivity. Other essentials include an extremely solutions-oriented mindset, resilience and excellent communication and social skills.

The role is an excellent opportunity for a former consultant who wishes to apply their banking and finance industry knowledge in this business, in an environment that offers every freedom and responsibility. It is also a unique chance to work on important strategic issues and become acquainted with ING from the inside.



Because projects are generally commissioned by people in very senior positions within the bank—tribe leads and COOs in various countries up to board level—and since this is a worldwide role, the Senior Organizational Strategy Consultant can expect to enjoy a great deal of exposure. Upon proven success, that will open up excellent long-term opportunities. ■

Interested?

ING is working with Top of Minds to fill this vacancy. To express your interest, please contact Jessica Lim at jessica.lim@topofminds.com.



"In this role, you will have the opportunity to take ownership of your work and tackle complex challenges across a range of business units and functions, making a real impact on the organization. You'll work closely with senior leaders in the bank and have the chance to grow your skills and advance your career towards an exciting and fulfilling future within ING Global."

- Expert Lead of Organizational Effectiveness Consulting