

	National Highways Roles or Category	Knowledge / Skills / Experience						
1	Senior Partner / Managing Director	Leading expert in business change, business improvement and transformation with an international profile	Significant strategic management experience in related role.	Significant experience delivering complex business transformation to achieve significant efficiency and performance gains (likely 10+ years)	Demonstrable evidence of leading large and complex teams. Strong leadership skills	Demonstrable experience of engaging with strategic stakeholders at various levels of an organisation (likely 10+ years)	Thorough understanding of programme & project management, business improvement and business change	Demonstrable multi-sector / multi-industry experience
2	Partner / Managing Specialist	Senior Manager with high level responsibilities and authority	Significant strategic management experience in related role and sector (likely 7+ years)	Experienced in delivering complex business transformation to achieve significant efficiency and performance gains.	Demonstrable evidence of leading large and complex teams. Strong leadership skills	Demonstrable experience of engaging with key stakeholders at various levels of an organisation (likely 7+ years)	Thorough understanding of programme & project management, business improvement and business change	
3	Managing/ Principal Consultant / Associate Director / Associate Specialist	Substantial relevant management experience in related role and sector (likely 5+ years)  Proven experience of developing solutions and providing specialist advice in the required field	Proven experience of leading the development of innovative solutions and provision of specialist and technical advise	Proven track record of transformational change delivery.  Deep specific specialist knowledge within the discipline of change management, project and programme management or the technical discipline within which we are delivering change projects	Proven experience of managing and developing teams	Proven experience of managing senior stakeholder relationships to achieve desired outcomes (likely 5+ years)	Proven experience of delivery of complex change projects	Expertise in relevant area of required work
4	Senior Consultant / Manager / Senior Specialist	Proven experience of providing specialist advice in ther required field	Previous experience and/or sound understanding and awareness of related technical area	Evidence of managing internal and external stakeholder relationships	Ability to collaborate with others and implement best practice	Strong networking and communication skills and ability to present results to key stakeholders	Experience of successful delivery of complex change projects	
5	Consultant / Specialist	Experience of working in a change project environment.	Authoritative specialist knowledge within the discipline of change management, project and programme management or the technical discipline within which we are delivering change projects	Evidence of managing internal and external stakeholder relationships	Proven experience of developing evidence-based solutions	Finance and resource management experience	Ability to collaborate with others to set standards and implement best practice	
6	Junior Consultant	Experience of working in a change project/programme environment	Competent user of relevant software packages to support delivery of projects	Ability to work both independently and collaboratively as part of an integrated client-consultant team	Strong communication and organisation skills	Good understanding of the specialised principles and processes relevant to change programme delivery	Strong analytical capabilities. Demonstrable abaility to develop insight from data	

Note - for all roles, memberships of progessional organisations relevant to the technical or professional discipline of the personnel should be disclosed and will be evaluated.