

Director, Business Intelligence Africa

Control Risks is a specialist risk consultancy that helps to create secure, compliant and resilient organisations in an age of ever-changing risk. Working across disciplines, technologies and geographies, everything we do is based on our belief that taking risks is essential to our clients' success.

We provide our clients with the insight to focus resources and ensure they are prepared to resolve the issues and crises that occur in any ambitious global organisation.

We go beyond problem-solving and give our clients the insight and intelligence they need to realise opportunities and grow. From the boardroom to the remotest location, we have developed an unparalleled ability to bring order to chaos and reassurance to anxiety.

Our people

Working with our clients our people are given direct responsibility, career development and the opportunity to work collaboratively on fascinating projects in a rewarding and inclusive global environment.

Location

Johannesburg

Engagement

Full-time

Department

Business Intelligence - Compliance, Forensics and Intelligence

Manager

Partner, Business Intelligence

Job purpose

The Director of Business Intelligence in Africa is responsible for the day-to-day management and profit growth of our business intelligence teams covering sub-Saharan Africa. You will work closely with the Director responsible for Middle East and North Africa. You will lead a culturally and linguistically diverse team based in five of our offices in Africa, Europe and potentially the Middle East to ensure that we consistently and continually improve the: (a) quality and relevance of our business intelligence consulting; and (b) the recruitment, training and management of our colleagues.

The role requires a mixture of internally-focused pipeline, team management and coordination with our political risk team; and externally-focused client management, project delivery and business development. The core deliverables you will be responsible for are pre-relationship or pre-investment due diligence; business intelligence around transactions and our clients' competitive landscapes; and post-transaction problem solving and litigation support. You will be working for a wide-range of corporates, financial institutions and investors from around the world.

The position's core responsibilities are:

1. Developing an inclusive, collaborative high performing team
 2. Implementing high quality on-boarding of new recruits in Africa and training of existing team members
 3. Playing a lead role designing and implementing our business intelligence strategy and innovating our services with other senior colleagues around
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4. Managing the pipeline and delivery of the team's business intelligence projects
 5. Playing a lead role in winning business intelligence projects in Africa, particularly in the country in which you are based, and in conjunction with important inbound markets
 6. Overseeing the achievement of profit targets for the Africa business intelligence practice
 7. Monitoring and meeting the team's compliance requirements
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Tasks and responsibilities

Team Management and Culture

- ▶ Foster an inclusive, collaborative environment in a culturally and linguistically diverse team, which is currently based in five offices in Africa and Europe
- ▶ Improve, implement and periodically review on-boarding training for new team members, including those you manage remotely in other offices
- ▶ Identify skills gaps in the team and address this through recruitment in Africa and/or training alongside other colleagues
- ▶ Set appropriate and consistent objectives for team members of different seniority
- ▶ Improve, implement and periodically review open source research, intelligence skills and client management training for existing team members
- ▶ Ensure that pricing, margins and value are understood in the team to ensure we capture lower and higher margin opportunities
- ▶ Ensure that the team's legal and compliance requirements are understood and adhered to, including the implementation of associated training

Business Management

- ▶ Business management
- ▶ Develop and implement the team's strategy to achieve year-on-year profit growth alongside other senior members of the team and broader regional management
- ▶ Review and approve pricing and recruitment to ensure that we capture lower and higher margin opportunities
- ▶ Ensure good cash flow management through timely invoicing and participation in the collection process
- ▶ Develop succession plans for the team to ensure continuity in delivery for our clients

Case and Project Work

- ▶ Ensure capability statements address our clients' business intelligence requirements in Africa, and clearly demonstrate our experience and differentiators in the market
 - ▶ Ensure proposals focus on our clients' requirements and our ability to meet them, and that our proposals stay ahead of the market by incorporating clients' feedback and service innovation
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- ▶ Lead more complicated business intelligence projects in Africa, and multi-jurisdictional projects that stretch outside Africa, with other senior colleagues
- ▶ Manage the team's output to ensure consistently high standards of quality and client-relevance are met
- ▶ Collaborate with your peers in other business intelligence practices to ensure our clients' requirements for integrated risk management consultancy are met

Client management and business development

- ▶ Closely manage a number of existing clients that are regular consumers of business intelligence and grow these relationships within business intelligence and other services
- ▶ Identify and secure new client relationships through pro-active business development efforts, particularly in the country in which you are based
- ▶ Represent Control Risks at events and other business development functions in coordination with other senior members of the team and broader regional management
- ▶ Collaborate with other regional business intelligence teams on global business development initiatives

Knowledge and experience

The candidates invited to interview will demonstrate evidence of leading a team delivering business intelligence or a related discipline, with a particular emphasis on the following indicators:

- ▶ Identifying skills gaps and addressing this through recruitment or training
- ▶ Mentoring, developing and retaining high-performing team members
- ▶ Implementing consistently high standards in a team in different locations
- ▶ Integration and inclusion in recruitment, management and communication practices
- ▶ Developing a trusted advisor relationship with senior-decision makers within clients
- ▶ Innovating risk management services and successfully implementing taking these to clients
- ▶ Independently identifying and growing new client relationships
- ▶ Delivering consulting income against revenue and/or profit targets
- ▶ Personal career growth within an integrated, global consulting firm
- ▶ Expert understanding of regulatory, economic and political trends across Africa

Qualifications and specialist skills

- ▶ Undergraduate degree or equivalent
- ▶ Excellent communication, listening and negotiation skills
- ▶ Advanced analytical and report writing skills
- ▶ Close attention to detail
- ▶ Ability to multi-task and manage multiple commitments under time pressure
- ▶ Demonstrable strong people management skills

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- ▶ Methodical approach and strong project management skills
 - ▶ Demonstrable commercial acumen when planning and pricing projects in terms of time, resources and outcomes
 - ▶ Strong network of contacts across Africa
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Competencies

- ▶ Realigns the team to drive organisational success
 - ▶ Innovates to create and deliver value to meet the needs of the organisation, its market and clients
 - ▶ Is responsible and accountable for decision making within team or department
 - ▶ Makes decisions that drive high performance and meet client needs
 - ▶ Acts decisively and makes tough decisions even when under pressure
 - ▶ Drives self and team to deliver against objectives and meet client needs
 - ▶ Translates and creates practical actions from a strategic plan
 - ▶ Leads by example – sets and generates commitment to goals, and leads team to meet/ exceed targets
 - ▶ Demonstrates political awareness to build strong relationships and deliver business results
 - ▶ Is a trusted expert and advisor
 - ▶ Ensures sound commercial awareness applied to all solutions, harnessing margin improvement
 - ▶ Focuses on group profitability above team profit
 - ▶ Seeks out and is personally comfortable with change; leads team to be comfortable with change
 - ▶ Shows courage amid change, positively embracing, promoting and using its benefits, while supporting individuals and maintaining effectiveness throughout
 - ▶ Sets and communicates clear direction for team to deliver work in line with global/departmental goals and objectives
 - ▶ Builds strong global relationships
 - ▶ Persuades and influences others to achieve results
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Behaviours

All employees are expected to display behaviours reflective of our company values: Integrity and Ethics, Collaboration and Teamwork, Commitment to People and Professionalism and Excellence.

How to apply

If your qualifications, experience and aspirations match our requirements, email a covering letter and CV, stating your current salary to:
CFI.Recruitment@controlrisks.com
