

Associate Partner, Public Health Consulting

The Associate Partner role within Rabin Martin involves developing key client relationships, managing programs, and developing people – while growing your own levels of impact and influence in public health. As a member of the company's Leadership team, the Associate Partner is a critical Team Leader who plays a key role in contributing to the execution of Rabin Martin's business priorities, shaping client strategies, and developing key talent.

You will lead client relationships as a trusted advisor, thought partner and technical expert. You will oversee project teams and encourage the effective delegation of client deliverables, drive and lead new business proposals, share knowledge and expertise with peers, and coach and mentor staff.

A knowledge of the pharmaceutical industry would be an asset for this role as most of Rabin Martin's clients are large global pharma firms.

Client Services

- Drive the successful delivery of an outstanding client experience as lead client advisor for a portfolio of business. Accountable for strategic oversight of service delivery as well as revenue.
- Develop and implement best practices for client service and quality deliverables.
- Build trusted relationships with clients, demonstrating understanding of their needs and expectations, set account vision, and offer solutions that result in client retention and organic growth.
- Stay up to date on trends relevant to our clients' interests in global health, share key insights and advise clients on communicating effectively with important global health stakeholders, media, internal employee audiences and the public.
- Proven ability to make quality recommendations and informed decisions with minimal exposure and contribute valuably. Identify barriers and obstacles to deadlines and provide viable solutions.
- Routinely assesses staffing across projects and identifies opportunities to introduce colleagues and additional technical expertise to add value to both ongoing client engagements and potential new areas for engagement.
- Empower internal teams to collaborate. Provide strategic guidance to team members to successfully complete deliverables. Leverage networks, identify and support opportunities in client engagements.

Business Development

- Direct the firm's vision for new business, priorities for growth, and the firm's strategic direction, alongside the other Leadership Team members.
- Accountable for setting goals within a client engagement and driving organic growth.
- Responsible for bringing in new business and developing Rabin Martin's pipeline through competitive RFPs (request for proposal), networking and pitching.
- Lead teams to identify and secure opportunities to develop and enhance the scope of work for existing clients and enhance the firm's relationship with existing clients.
- Lead as a persuasive presenter in major pitches and client presentations alongside other Rabin Martin team members.
- Understand client business objectives to ensure Rabin Martin is positioned appropriately vis a vis other consultants working with shared clients.

- Drive innovation, inspire and encourage others to bring novel solutions and ideas to the table.

Leadership

- Develop and exemplify Rabin Martin culture and values, committed to supporting an inclusive workplace, and build and maintain a strong and positive team culture.
- Accountable for the design, implementation and leading of internal firm initiatives across client services, new business, people management, finance, and culture, in partnership with the Leadership Team.
- Develop individual and firm thought leadership on core firm, client, and industry issues.
- Act as trusted resource for all colleagues; is responsive to the needs of others, asks appropriate questions, accepts feedback and direction.
- Encourage the development of innovative ideas and solutions. Empower others to share new and creative ideas for consideration. Use novel resources and methods to find innovative solutions.
- Proven ability to problem-solve, find creative solutions, and remain calm and flexible during times of change.
- Experience in fostering collaboration across the firm and models respectful interaction with colleagues. Look for opportunities for self and colleagues to demonstrate/share knowledge with co-workers.

People Management

- Demonstrated experience leading teams; communicate clear direction on assignments, set achievable goals, encourages questions, provide constructive feedback; actively training/upskilling and mentoring.
- Accountable for team and individuals' professional development and career progression; responsible for advocating for team member, and for ensuring they have the opportunities and support needed to succeed; provides mentorship to internal team members.
- Identify new areas for team learning and development. Demonstrate and share knowledge, develop opportunities for resource sharing. Encourage staff and help identify and recommend areas for learning, sharing knowledge, skills, and training, to improve work performance.
- Delegates with clearly defined responsibilities and empowers others with authority and resources to achieve desired outcomes.
- Work well with others, interact in ways that establish trust, always acts professionally. Works well under pressure, is flexible and stays positive during unforeseen changes.

Qualifications

- A bachelor's degree in public health or relevant healthcare or business field at a minimum. A post graduate degree and relevant professional designation such as an MPH, MPA, MSC or MBA is preferred.
- A minimum of 10 years' experience in public health (including field work) and/ or with a professional service consulting firm, working to implement effective public health or related initiatives that deliver improved health outcomes and business growth.
- Demonstrated experience leading and managing project teams and staff.
- Experience developing, selling, and delivering high-impact and innovative strategy projects.
- Experience in building and maintaining relationships with clients, partners, and stakeholders.
- Exceptional analytical, quantitative, and conceptual thinking skills following common management consulting methodologies and tools.