




<p>Position Title: Practice Principal</p> <p>Reports to: Chief Operating Officer</p> <p>Direct Reports: Nil</p> <p>Financial Delegation: Nil</p> <p>Part of:</p> <p>Key Relationships: Chief Operating Officer, Regional General Manager, Sales, Practice Lead & Practice Leadership Team and Intergen clients</p> <p>Location: Choose an item</p> 	<p style="text-align: center;">Intergen</p> <p>Intergen is a fast growing business in a rapidly changing industry is both exciting and challenging. We are rightfully proud of our success, having built an enviable reputation for delivering world class solutions and for being a great place to work. We never rest on our laurels – we continue to work hard to refine our business, to keep the great culture alive, and to rise to the challenges ahead of us. Citizenship at Intergen is about being engaged, contributing, and receiving; Intergen represents an exceptionally talented group of people that deliver leading edge solutions to clients. We are utterly passionate about this, and we are equally convinced that Intergen is an incredibly rewarding environment to work in.</p>	<p style="text-align: center;">Company Values & Behaviour</p> <p>Our values, principles and Big Hairy Audacious Goal (BHAG) are critical to and an integral part of our makeup, helping to ensure that we are the best that we can be.</p> <ul style="list-style-type: none"> >> Our Core Principles – Value driven, Partnership based and Business focused >> Our Values – Professionalism, People, Innovation, Value Driven >> Our BHAG – is that “Everyone, every day, is touched positively by the things we do.”
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“Intergen is FUN, VIBRANT, and just a little bit UNCONVENTIONAL. We stand out in the crowd for our ACHIEVEMENTS. We are growing up, but we will never be grown up. We work hard to be the BEST but never take ourselves too seriously. We have fun and we are PROUD of it.”

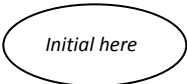
Tony Stewart, MANAGING DIRECTOR

Role Purpose

The Practice Principal acts as the conduit between the Sales and National Practice Delivery Teams. The Practice Principal is responsible for defining what solutions we take to market and how we deliver these solutions. A key focus for this role is ensuring the quality of approach [Methodologies and Frameworks] and the consistent application of the approach across the Practice nationally. The role works with the Sales team to validate opportunities, architect solutions to meet the customer’s requirements and to validate approach and implementation methodologies being applied; the Sales team to position our solutions and service delivery approach to the market; the National Practice Delivery Teams to ensure quality of approach and adherence to defined methodologies.

Key Responsibilities

- Determine best fit methodologies and frameworks for Intergen to use across all offices by co-ordinating the various subject matter experts and facilitating the delivery of initiatives, being ultimately accountable for the quality of the methods and frameworks delivered to Intergen
- Work with the Sales team, providing expert input in respect of technology and approach helping to drive the business forward
- Continually network and market your brand in the industry and become recognised in the market as an Industry specialist
- Contribute to an environment of continuous improvement
- Continue to develop industry, product knowledge and obtain certifications relevant to the role
- Ensure all methodologies and frameworks align across practices and are communicated clearly and effectively
- Work with the Sales and Marketing team to promote the services of the Practice
- Participate in the Solution Review Panel (SRP), ensuring the appropriate technology and methodologies provide a quality solution to meet/exceed the clients expectations





Intergen Position Description

- Take ownership of new technologies and innovations, ensuring that resources are suitably skilled (liaising with the Learning & Development Advisor) and available to meet client demand
- Establish and maintain relationships with key contacts within Microsoft both nationally and internationally
- Assist with remedial action to ensure successful delivery for the client and a profitable outcome for Intergen
- Provide regular feedback to the Regional General Manager's and/or the Learning & Development Advisor on the Practice Leadership Team's performance
- Regularly present at conferences and Intergen twilight sessions
- Participate in Intergen's mentoring programme, with a key focus on assisting members of the Practice Leadership Team to develop/enhance their skills
- Liaise with the Learning & Development Advisor regarding practice resource capability and technical training requirements
- Provide technical recommendations to the General Manager during the hiring process
- Provide quality assurance over solutions where required, as a chargeable component of the project
- Adhere to estimates for tasks and timeframes, escalating any potential variations to the Project Manager
- Ensure hours worked are recorded accurately and in a timely manner
- Achieve/exceed strategic objectives agreed on a quarterly basis with the Chief Operating Officer

Intergen Competencies

To become an Intergenite you need to demonstrate the following competencies:

- Customer Focus
- Action Oriented
- Drive for Results
- Peer Relationships
- Dealing with Ambiguity
- Creativity
- Written Communication

Role Competencies

To be successful in this role you will be able to demonstrate the following competencies:

- Decision Quality
- Business Acumen
- Command Skills
- Developing Direct Reports & Others
- Listening
- Innovation Management
- Intellectual Horsepower
- Political Savvy
- Organising
- Comfort Around Higher Management
- Perspective
- Presentation Skills
- Confronting Direct Reports
- Negotiating
- Problem Solving
- Composure
- Managing Vision & Purpose
- Interpersonal Savvy

Functional /Technical Competencies

To be successful in this role you will have the following qualifications and/or experience:

- Qualifications:** A relevant tertiary qualification and/or 5+ years experience in a similar role
- Methodologies/Framework:** Structured Development and Implementation Methodologies/Techniques such as Waterfall, RAD, Iterative and SCRUM
- Tools:** A broad range of Microsoft technologies
- Experience:** Experience leading projects leveraging the technologies covered by this practice

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