



HILLBREAK

# HILLBREAK

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Junior Consultant  
Recruitment Prospectus

# OVERVIEW

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We're on a mission to accelerate sustainability and impact in public and private markets through strategic advice and client learning.

We're looking for a highly motivated, ambitious and diligent junior consultant to work across our Strategic Advisory and Client Learning teams.

Could you be who we're looking for?

Read about our firm and take a look at the particulars of the role and let us know if you're up for the challenge. We'd love to hear from you!



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# Hello!

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Since we launched Hillbreak in 2015, we have established the firm as a stand-out global provider of strategic advice and client learning services on ESG, sustainability and impact matters. We focus primarily on clients and their needs in the financial and investment markets. We have deep expertise in real assets in particular. We have an exceptional roster of pre-eminent clients, many acting at the vanguard of responsible, sustainable and impact investment and finance.

As demand for our advice, training and support continues to grow, we are seeking an exceptional individual to join our team in a client-facing role. We want them to play a pivotal role in the further development and delivery of our strategic advisory work and client learning programmes, working in concert with client and industry stakeholders.

## ....Interested?

Please take a look at the details of the role.

You're very welcome to contact one of us to arrange an informal chat if you are interested in exploring the opportunity further. We'd love to hear from you!

All enquiries will be handled with complete discretion.



**Jon Lovell**  
Managing Director  
jon@hillbreak.com



**Sophie Carruth**  
Principal – Client Learning  
sophie@hillbreak.com



**Caroline McGill**  
Principal – Advisory Services  
caroline@hillbreak.com



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# What We Do

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## Our Mission

Our mission is to accelerate impact and sustainability in public and private markets through strategic advice and client learning.

## Our Approach

We support excellence in ESG, sustainability and impact by bringing intelligence, challenge and inspiration to our clients and stakeholders. We take the time to build deep, trusted and lasting relationships, so we can achieve more together.



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# Our Services

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## Strategic Advisory

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We help our clients envision, plan, execute and communicate effective ESG, sustainability and impact strategies for their organisations, funds and programmes.

In doing so, we aim to drive performance, reduce risk, enhance transparency and accountability, and create positive real-world impact.



## Client Learning

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We design, develop, curate and deliver learning programmes for Boards, executive groups and wider professional teams.

We run open courses as well as programmes bespoke to individual client organisations with engaging content tailored to investment strategies, corporate objectives and portfolio composition.



## Leadership

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We help current and aspiring leaders increase their effectiveness through leadership coaching, assessment and mentoring.

With a focus on personal impact and resilience in the age of the climate crisis, we partner with clients to build strong individual leaders, high performing teams and effective, aligned organisational cultures.



# Making an impact by:

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- Bringing intelligence, insight, strategic acumen and compelling narrative to help organisations navigate the complexities of a rapidly changing world
- Building capability, confidence and motivation within organisations to ensure that decisions and strategy are executed effectively whilst nurturing talent for long-term success



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# What We Stand For

In all their interactions with us, our clients can expect us to be:



## Purposeful

Our firm exists for a reason; we have a clear mission and that drives what we do. We're focused on, proud of and known for our impact.



## Thoughtful

We don't do commodities or 'churn stuff out'. We think about the right approach and outcomes for every client, recognising that each is unique.



## Challenging

We tell clients and stakeholders what they need to hear, not just what they want to hear. We're not afraid to challenge, and we expect the same in return.



## Precise

We don't believe in 'good enough'. We go the extra mile to make our work as good as it can be so that our clients receive and benefit from the very best support and advice.



## Authentic

We engage with personality. We are trusted to do so on behalf of our clients too, acting as a broker of conversation and collaboration with their key stakeholders.



## Commercial

We understand and speak the language of investment and asset management, always putting our work firmly in the fiduciary and corporate context.



## Curious

We bring an objective, critical eye to clients' work and the wider industry, helping drive better standards of sustainable and impact investment.



## Strategic

Our focus is strategic and spans the full spectrum of ESG factors. We help our clients make sense of complexity and interconnectedness.



## Independent

We won't compromise on integrity. Our independence is central to us upholding the highest standards of honesty and objectivity.



## Empathetic

Our impact extends beyond our advice and the knowledge we impart. We want everyone who works with us to feel understood, respected and empowered.



# Our blend of Strategic Advisory, Client Learning & Leadership Services is unique in the market.

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The combination of our knowledge, personalities and skills provides a truly differentiated offer through which we can help our clients, in public and private markets, to:

- Navigate the dynamic complexities of the ESG, sustainability and impact agendas.
- Address risk and embrace responsibility to drive performance and impact.
- Respond to and influence positively the drivers of change.
- Lead others in the transition to a sustainable future.



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# The Role

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We need someone who can play a key role in supporting the ongoing development and delivery of our strategic advisory and client learning work.

Working as an integral member of the strategic advisory and client learning teams, and reporting to one of our Principals, key responsibilities will include:

- Day-to-day management of client engagements, including preparing deliverables, liaising with clients and other consultants, and undertaking engagement administration.
- Researching and analysing topical matters to inform client insights and thought-leadership.
- Preparing learning materials and resources, including with digital platforms and tools.
- Assisting with the preparation of proposals and seeking new client opportunities.
- Supporting business development activities more generally.
- Acting as an ambassador of the Hillbreak brand and values, and being an awesome, supportive and compassionate colleague to others in the team.

# What's important to us

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We take great pride not only in what we do, but also in how we do it.

We're looking for someone that believes in our mission, embodies our ethos and who would bring these qualities to the firm:

## ■ Purposefulness:

Our mission is our driving force and should resonate with you.

## ■ Creative flair and distinctive work:

We stand out in the market for the quality of our advice and client learning. Your work should help further propel our reputation as the best-in-class firm in our industry.

## ■ Organisation:

You'll need excellent organisational skills, including the ability to prioritise tasks, and be able to deal calmly with meeting deadlines.

## ■ Clarity:

You'll need to have excellent written and verbal communication skills, as well as attention to detail. In our field, the ability to present complex information in a straightforward and engaging way is essential.

## ■ Professionalism:

You'll need to have a strong work ethic, a sense of responsibility, and resourcefulness. You should have the highest standards of integrity and ethics too.

## ■ Empathy:

We care deeply about our clients, colleagues, and partners. We understand that our impact extends beyond the services we directly provide. We always want the people we work with to enjoy interacting with us, while feeling supported, inspired and empowered. You must be able to build and maintain good working relationships based on respect and compassion.

## ■ Discretion:

You must be trustworthy and able to deal reliably with confidential information.

# Particulars

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## Diversity and inclusion

We embrace and actively promote diversity and inclusion within our firm and across the industry. It's hugely important to us, both personally and professionally, that nobody who works with us feels that they can't be true to their own identity.

## Location

We encourage and embrace a highly flexible and largely home-based working model and our team is spread around the world. It would be preferable for the individual to be within reasonable reach of London, but this is not essential. Some travel will be required, possibly internationally. We try hard to avoid flights.

## Skills

Excellent analytical and communication skills are essential, as is having a flair for producing visually-engaging and informative work. Solid project management capabilities and an affinity for developing and nurturing collaborative client, colleague and partner relationships are also key requirements. We're particularly interested in hearing from individuals with an aptitude for innovation and creativity.

## Engagement basis

Employment and contract options will be considered, although an employment arrangement is preferred. The role is full-time.

## Remuneration

The package will be dependent on skills and experience, but is expected to be in the salary range of £30-35K. In addition, employees benefit from 8% employer pension contribution, life assurance at 4x salary, participation in our company health insurance scheme and access to our market-leading training.

## Flexible working

We actively encourage flexible working and promote a focus on wellbeing and self-determination.

## Experience

We welcome applications from candidates of all backgrounds and with a wide range of experiences; the role is likely to be well suited to individuals that are at the beginning of or in the early stages of a professional services career and who are looking to develop their skills in a highly collegiate and supportive team environment.

# Application Process

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## Recruitment process and timetable:

The closing date for applications for the role is 12 April 2024 with a view to the first stage of interviews taking place shortly after that date.

In the first instance, interested applicants should submit their CV and a covering letter setting out what qualities they believe they will bring to the role to:

**enquiries@hillbreak.com** and marked for the attention of Lynn O'Halloran.

We seek cognitive diversity in our business and have a positive attitude to Diversity, Equity & Inclusion. We encourage applicants from all backgrounds to consider this position, and would ask that your application, including your CV, excludes any reference to or implication of your gender, ethnicity, age, sexual orientation and educational background. Please therefore exclude from your application:

- Your given name and preferred pronouns (just initials would be fine)
- The names of any educational establishments you attended (please do include details of any qualifications achieved)
- Your date of birth or age
- Your ethnicity
- Other demographic information, such as sexual orientation or religious affiliation
- An image of you

Short-listed applicants will then be invited to attend a first interview on Zoom with key members of our advisory and client learning teams.



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[www.hillbreak.com](http://www.hillbreak.com)



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