

VICE PRESIDENT, OPERATIONS RESEARCH

Role Description

Reporting to the Managing Partner of Consulting Operations, the VP of Operations Research (OR) will be accountable for leading and developing the Operations Research Staff. In this role, the VP of Operations Research will be accountable for performance of OR staff on their assigned projects and collaborating with Coaches to finalize annual performance reviews, and will own the decisions for promotions, salary adjustments, and transition plans. The VP of Operations Research will partner with the Chief Science Officer in recruiting the best talent for Revenue Analytics, with a goal of maintaining cultural and competency diversity within the OR Staff.

The VP of Operations Research will also serve as the OR Lead for one or more of our client delivery projects, as well as support sales efforts and grow our internal knowledge base.

Key Accountabilities

- Sustain and grow cultural and competency diversity within the OR Staff by collaborating with the Chief Science Officer and other department heads when making hiring decisions
- Own the professional development of Operations Research Group resources, investing in each individual's success, defining the career progression and partnering with the practice groups to ensure skills, business acumen, judgment, commitment and maturity needs are being met
- Execute a staffing process that ensures the right OR talent is being sourced and can be onboard at the right time to meet client and project needs of the Practice Groups
- Evaluate the current effectiveness and future potential of OR group resources and create development plans to help increase effectiveness and achieve potential
- Determine appropriate OR Group salary adjustments, promotions, and transition plans with key input from Coaches
- Lead Operations Research Group staffing / recruiting efforts to support RA's growth goals
- Mind to the welfare and well-being of OR staff, serving as their point of contact for professional, personal, and HR issues
- Partner with the Managing Partner of Consulting Operations, COO, Practice Group Heads, other department heads and Coaches to assign OR staff to projects balancing project delivery efficiency and professional development
- Ensure high quality delivery by leveraging IP toolkits and guiding OR staff members

- Collaborate with OR Staff, Innovation Partner and Chief Science Officer to ensure key learnings from project work are integrated back into IP toolkits and the general knowledge capital of the firm
- Initiate and champion firm initiatives
- Guides and coaches OR team and other consultant resources on applying design thinking and essentialism concepts to creatively solve problems and build capabilities
- Leads team of Consultants, Senior Consultants and Directors to achieve successful and on time project delivery, client satisfaction and positive outcomes for OR team members
- Establishes self as trusted advisor to client project sponsor as well as client leadership team
- Drives internal and external understanding of complex mathematical concepts and analysis insights through clear, concise communication
- Partners with cross-functional teams to deliver revenue growth and sales pipeline targets
- Partners with business development team to understand client business issues and challenges and create a solution vision to solve problems and drive value
- Presents at industry conferences to promote Revenue Analytics brand awareness and contribute to Revenue Analytics knowledge capital
- Accountable for successfully delivering individual client projects by leading a team of OR consultants to achieve successful and on time project delivery, client satisfaction and positive outcomes for OR team members
- Creates key Quality Assurance standards for analysis and modeling
- Complete administrative activities in a consistent and timely manner
- Demonstrates commitment to personal growth, achieving personal goals, and growing knowledge
- Uphold Revenue Analytics core values, vision, and mission statement
- Teach and enforce RA standards

Core Competencies

Technical Expertise

Communication

Integrity and Respect for Others

Results Orientation

Flexibility

Continuous Learning

Values Diversity

Analytical Problem-Solving

Systems Thinking

Business Acumen

Leading and Developing People

Leadership

Partnering

Qualifications & Experience

- Requires a Master's and/or Doctorate or foreign equivalent degree in Operations Research, Econometrics, or other applied mathematical discipline
- 9+ years' of relevant experience applying research to revenue or yield management issues
- Authorization to work in the United States
- Demonstrated record as a successful leader of operations research staff
- Must also have demonstrated expertise:
 - Solving business problems using stochastic, heuristic or deterministic methodologies: using R, SAS or SQL analytical tools
 - Leading analytic modeling for client engagements
 - Leading operations research analysts and consultants on client engagements
 - Presenting complex analytic models to clients
- Willingness to travel up to 25%