EY

Recruitment of Senior Manager / Executive Director (Advisory) (Jamaica) - Public Sector

Introduction

This brief provides information on EY, its Caribbean sub-area, the plans for growing its advisory capability, and a new role within Jamaica to help build the Advisory business in Jamaica to which they are recruiting.

EY

EY is a global leader in professional services with some 150,000 people based in 152 countries. Around the world the firm is committed to pursuing the highest levels of integrity, quality, and professionalism in delivering a broad inventory of services to our clients. By connecting their peoples’ talents, EY provides solutions to clients based on financial, transactional, and risk-management knowledge in its core services of audit, tax, transactions and advisory.

EY is also one of the largest professional services firms in the Caribbean. The Caribbean Sub-Area comprises over 500 staff in strategic locations across the Caribbean, and they are well positioned to help clients identify and capitalise on business opportunities. Their regional reach allows them to provide clients with well-informed advice, ideas and insights needed to grow businesses in the new economy. Their Caribbean offices are located in Aruba, Barbados, Jamaica, Netherlands Antilles, and Trinidad & Tobago

More information on the firm can be found at www.ey.com/caribbean and www.ey.com

EY services

The Services of the firm are essentially about helping clients to deal with the rigours of modern business, which means showing them ways to improve their operating effectiveness and achieve their economic objectives - no matter where in the world their businesses take them. More specifically the main services are:
• Advisory. To help clients meet the interconnected challenges of improving business performance and reducing costs, they harness the diverse perspectives and experiences of 18,000 advisory professionals. They assemble seasoned multi-disciplinary teams to work with clients to deliver a superior experience built on a consistent global methodology, a robust knowledge culture, and insights from their work around the world. They also understand that to achieve clients’ potential, they require services that respond to their specific issues, so they bring their broad sector experience and deep subject matter knowledge to bear in a proactive and objective way.

• Transactions. EY’s Transaction Advisory Services team works clients to evaluate opportunities, make their transactions more efficient and achieve clients’ strategic goals. They can help clients determine the true value of an asset, set up the right business and tax structure and execute the deal. They combine proven practices and consistent methodologies with fresh thinking, giving you the advice you need to make informed decisions, mitigate risk and achieve a successful outcome.

• Assurance. EY has the courage and integrity to help clients meet the demands of complex and broadening regulatory requirements and stakeholders by providing a timely and constructive challenge to management, a robust and clear perspective to audit committees, and critical information for investors and other stakeholders. Key services are Accounting and Financial Reporting, External Audit Services, Financial & Accounting Advisory Services, and Fraud Investigation & Dispute Services.

• Tax. EY’s global teams of talented people bring clients technical knowledge, business experience and consistent methodologies, all built on our unwavering commitment to quality service – wherever clients are and whatever tax services they need. They create highly networked teams who can advise on planning, compliance and reporting and maintain effective tax authority relationships. Their 22,000 tax people, in over 130 countries, are committed to giving clients the quality, consistency and customization needed to support clients’ tax functions.
EY Caribbean Sub-Area

Led by a leadership from across the Caribbean and also working closely with a team covering the EY practices in the International offshore markets of Bermuda, Bahamas, British Virgin Islands and Cayman Islands, the Caribbean Sub-Area is part of the Americas Area, and comprises 27 Partners working across all four service lines. With the redevelopment of its Advisory business following the ending of non-compete arrangements after the sale of its Advisory business in the early part of the 21st century, there has been a strategic commitment to invest in the growth of the Advisory service line across the Caribbean. With the merger of the former Deloitte team with EY in Jamaica at the start of 2014, there is now a drive to build an Advisory footprint in Jamaica working across private and public sectors leveraging the firm’s existing local client relationships and presence.

Nature and purpose of the role

The role will build Advisory capability and drive Advisory work, particularly with a focus on Performance Improvement and IT Advisory, into clients in the private and public sectors in Jamaica, enabling EY to play a growing and influential role that is most likely to enable the individual hired to work across the Caribbean, leveraging experience and track record gained from being at EY and earlier career.

With experience in leading large advisory projects, you’ll be financially literate and will play a key role in project delivery and in business winning and account management of key Jamaica clients. Competences within Performance Improvement that you may bring will include finance function improvement, organizational design, supply chain advisory, customer advisory, program management, and people & organization. Competences within IT strategy that may be part of your experience base will include sourcing, architecture, target operating model, application rationalization, financial modeling, cost optimization and process improvement.

Role description

- Take a lead and a highly entrepreneurial role in opening up opportunities, winning and delivering on client engagements in Jamaica in the Performance Improvement and / or IT Advisory discipline within the Advisory service capability.
• Identify and develop priority accounts by maintaining a high level of market presence and nurturing strong relationships with target clients.
• Work in conjunction with the Caribbean Chairman and Caribbean Advisory Leader to develop and deliver the strategy and business plan for growing the Advisory practice across the Caribbean Sub-Area.
• Work collaboratively with Partners and other senior staff in Jamaica and the wider-Caribbean in growing the market presence in accordance with overall firm strategy.
• Develop strong working relationships with Advisory colleagues across the firm in the Caribbean Sub-Area, and also with teams in other geographies which provide capability, insight and expertise.
• Assist in establishing the EY brand as market leaders, enabling the firm to be recognized as being the supplier of choice with regard to Advisory services in Jamaica.
• Ensure the production of high quality and winning proposals to EY’s chosen clients.
• Play a hands-on role in the development of an Advisory team in Jamaica, growing and developing the team as assignments and market conditions allow.
• Act as a role model of best practice in fostering cross-sector and cross-discipline working across the firm.

Person specification

• Very financially literate, possibly though not necessarily with an accountancy qualification.
• Strong track record in winning and leading consulting projects relating to the Performance Improvement and / or IT Advisory disciplines drawn from working in large scale professional services or consulting businesses or from boutique businesses with a strong Jamaican / Caribbean presence or from performing in-house consulting roles within corporates or public sector organizations in the Caribbean.
• Strong market sector knowledge and business credentials with senior people in Jamaica / the Caribbean.
• Ideally, a well-developed network of relevant business contacts in the Jamaica market.
• Solid and proven project management experience.
• Well developed oral and written communication skills.
• Ability to build effective working relationships with individuals, organizations and clients.
• High degree of personal drive and motivation to succeed in growing a practice from a relatively fledgling start.
• Strong team player.
• Committed to business development and able to identify opportunities to deliver the best value.

Reporting arrangements and key relationships

This role will report to Arnold Niranjan, Lead Partner for Advisory Services in the Caribbean, and will also benefit from support from Jay Jayatillake, Transactions Advisory Services Partner, EY Jamaica.

Location

You will be based in Kingston, Jamaica, and it is anticipated that you will commit to building the EY Advisory business and brand for a number of years. There is an expectation that you will travel as required in the Caribbean Sub-Area for the role.

Remuneration

There is flexibility with regard to both remuneration and grade. This will be discussed with potentially interested and suitable candidates as part of the hire process.

Further information

EY has retained Rockpools to recruit for these roles. For a further discussion, please contact one of the following consultants:

• Mohan Yogendran - Tel. + 44 (0)20 7017 0937 / Tel. + 44 (0)7786 190671
  E-mail: Mohan.Yogendran@rockpools.com
• Nancy Scott - Tel. + 44 (0)20 7017 0915 / Tel. + 44 (0)7984 172291
  E-mail: Nancy.Scott@rockpools.com