Job Description: Managing Principal/Principal

About the Role
We are seeking an accomplished **Managing Principal/Principal** to lead client relationships, drive revenue growth, and oversee delivery excellence across consulting engagements AND/OR Functional and Technical Supply Chain Managed Services. Reporting to the Managing Partner, Partner or Associate Partner, this role carries responsibility for sales, staffing, client satisfaction, and engagement success within an assigned industry and market segments. The Principal Consultant is a senior leader who combines business development acumen with delivery leadership, managing teams of 10–25 consultants while driving $2M–$5M in annual consulting revenue.

What You'll Do

- Own sales, delivery, and profitability for your assigned industry/market segment, generating $2M–$5M in annual revenue.
- Collaborate with Business Development leadership to build pipeline, acquire new clients, and expand solution offerings.
- Lead client relationship management, identifying new opportunities within existing accounts and ensuring long-term satisfaction.
- Oversee project execution, proposal development, and scope management in partnership with Project Managers, Architects, and Technical Services leadership.
- Partner with the Managing Partner or Partner on strategic planning, budget development, compliance, and marketing initiatives.
- Define and oversee performance management plans and career paths for consultants, ensuring staff development and retention.
- Manage team attrition proactively, maintaining unplanned turnover below 5%, while recruiting and developing new talent.
- Support solution portfolio growth, collaborating with firm leaders to introduce capabilities aligned with market demand.
- Maintain personal utilization of 75% while ensuring client service team utilization of 85%.
- Lead and participate in key consulting engagements, particularly those tied to strategic growth and client acquisition.
- Represent the firm in both domestic and international engagements, traveling as required.

What We're Looking For

- **Experience:** 10–15 years of progressive leadership in consulting, delivery, and organizational management.
- **Education:** Master's degree preferred (or equivalent experience).

- **Background:**
  - Proven track record as a partner, officer, or senior leader in a top-tier or specialty consulting firm.
  - Recognized expertise in supply chain process and industry leading supply chain APS software solutions.
  - Experience consulting with Fortune 1000 clients, including international project leadership.
  - Demonstrated success selling consulting services and/or supply chain technology solutions.
  - Hands-on experience in strategy, project management, solution design, systems integration, organizational design, and change management.
- **Leadership:**
  - Skilled at leading large consulting teams and guiding organizations through complex transformations.
  - Strong business development skills with the ability to drive growth and expand client relationships.
  - Exceptional organizational, communication, and interpersonal skills.

Professional Attributes

- Visionary leader with the ability to inspire teams and clients alike.
- Trusted advisor capable of building long-term executive relationships.
- Strategic thinker who balances revenue growth with delivery excellence.
- Collaborative partner who actively supports company culture, values, and vision.
- High degree of professionalism and adaptability in both domestic and international settings.

Compensation & Benefits

- Competitive base salary: **$165,000 – $250,000**
- Client Leadership Incentive compensation: **$10,000 – $200,000**
- Eligible for long-term incentive opportunities

To apply, submit your resume and cover letter on our Careers page at https://neosbyargonandco.com/careers/

Our approach is hands-on: we work alongside our clients, roll up our sleeves, and deliver meaningful change that produces measurable, enduring results. With teams across North America, Europe, and Asia-Pacific, we help clients around the world reach their highest potential. You can find us on the web at neosbyargonandco.com.

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