

Business Change Consultant (Secure Government)

Level: Principal Consultant or Managing Consultant

Location: Cheltenham or London

Job Type: Full-time, 37.5 hours per week

About Austin Elliot

Join Austin Elliot Consultancy – where digital transformation meets compassion. We are a leading consultancy specialising in technical delivery and organisational transformation for the public sector. With a mission to become the supplier of choice for digital change, we tailor our solutions to fit the unique needs of our clients—focusing on empowering the people behind the technology. Our vision is to help organisations optimise their technical capabilities through the talent already within their teams. If you're passionate about making meaningful change with integrity, humility, leadership, and selflessness, we'd love for you to join us on this rewarding journey.

We are seeking a passionate and driven **Principal or Management Consultant** to join our **Secure Government Sector**, playing a key role in delivering innovative solutions for our public sector clients. Within this sector, you'll help to shape and implement business and digital transformation initiatives that drive meaningful impact.

What you'll do:

In this role, you will:

- Lead and deliver client engagements, providing high-quality consulting services that create measurable impact.
- Build and nurture strong relationships with public sector clients, acting as a trusted advisor.
- Conduct in-depth business analysis to uncover client needs, challenges, and opportunities for improvement.
- Provide strategic guidance on business and digital transformation initiatives, helping clients achieve lasting change.
- Support the planning and delivery of projects and programmes, ensuring effective governance and management.
- Design and facilitate workshops and key meetings to drive alignment and decision-making.
- Collaborate across multidisciplinary teams to develop and implement comprehensive, tailored solutions.
- Oversee delivery performance, ensuring projects are completed on time, within scope, and on budget.
- Contribute to business growth through internal initiatives, including business development, proposal writing, and thought leadership.

What we're looking for:

- **Proven experience in management consulting**, within the UK public sector.
- **Knowledge of digital transformation and IT solutions**, with an understanding of how technology can enable business change.
- **Awareness of UK public sector funding and governance pathways**, including decision-making and approval processes.
- **Exceptional stakeholder engagement and management skills**, with the ability to build trust and influence at all levels.
- The ability to **work effectively both independently and collaboratively** within cross-functional teams
- Experience adhering to **user-centred design principles** and aligning to GDS assessments.
- Relevant professional qualifications (e.g. **BCS Business Analysis, Agile, PRINCE2, Prosci**, or similar) – desirable but not essential.
- **Strong analytical and problem-solving capabilities**, with a focus on delivering practical, actionable insights.
- **Excellent communication skills**, both written and verbal, including the ability to create clear reports and engaging presentations.
- **Current holder of eDV clearance (required)**.
- A collaborative mindset and **commitment to Austin Elliot's people-first, can-do culture**.

What we offer:

- Competitive salary with personal & company bonus scheme, plus business development commission
- Life Assurance, Private Medical Insurance, and Group Income Protection
- 28 days holiday (plus option to buy up to 2 extra weeks)
- Generous pension contributions with access to a personal financial advisor
- Car scheme available
- Hybrid and flexible working arrangements
- Beautiful central Cheltenham offices with parking, flexible workspaces, and comfy lounge areas
- Always-stocked fridge with drinks and snacks
- Fun, collaborative team culture with regular social events and parties
- Opportunities to grow with a generous annual training budget
- Amazing long-service benefits, including extra holiday, higher pension contributions, retention bonuses, and charitable contributions.

[Apply for this role](#)