

## Job description: Principal

Pay: Competitive

Location: Central London (EC2) with travel

Start date: Immediate

### About Oxbow Partners

We are a fast growing management consulting firm serving exclusively the insurance industry. We advise on strategy, operations and digital transformation.

The firm was set up in 2015 by a group of people who were frustrated with the traditional consulting model. We wanted to build an entrepreneurial, non-political and non-hierarchical firm that would have greater impact with our clients.






We are proud that our first project was to build a new division for Munich Re, now called [Digital Partners](#). Many of the leading European insurers and reinsurers are clients, as well as 'challengers'.

We have developed proprietary methodology to execute projects. We call it [Agile Strategy™](#) and believe it delivers outcomes faster and at lower risk than traditional methodologies for our clients.

We are recognised as industry thought leaders. We publish an annual report called the [InsurTech Impact 25](#) and write extensively on [our popular blog](#). We regularly provide comment for the press (including Radio 4 and the FT) and speak at investment banking conferences.

### Our values and culture

Our values guide everything we do and the way we behave at Oxbow Partners:

-  Strive to be the best, but humble enough to recognise there's always much to learn
-  Be hard on facts, even when it means giving tough messages...
-  ...but soft on people
-  Imperfect impact trumps perfect analysis
-  Build the brand, and the business will build itself

We work hard but work-life balance is important to us.

We are obsessed with empowering our staff. All employees are strongly encouraged to network extensively in the market and to pitch opportunities for the business that they can then lead. We invest heavily in our employees' careers.

### The role

The principal should expect to spend c.60% of their time on project delivery and 40% of their time on business development. An interest in business development is essential and the principal should be aiming for partnership in 1-3 years.

Responsibilities will include, but not be limited to:

- Project delivery
  - Design structured frameworks to help break down client problems
  - Lead project delivery with limited oversight from Partners
  - Manage managers and junior team members
  - Deliver projects on time and in budget
  - Ability and willingness to step down from oversight to execution when needed
- Content development
  - Lead interaction with clients
  - Develop new areas of content
  - Write articles and papers for use in marketing
- Business development
  - Manage and build client relationships
  - Generate leads from new and existing clients
  - Develop the Oxbow Partners brand and position within the marketplace
- Staff management and career development
  - Support junior members of the team

### Candidate requirements

- At least a 2:1 from a top-tier university
- Prior experience at a top-tier strategy consulting firm with strong strategy development, project management and client management experience
- Experience leading end-to-end client engagements with Partner support
- Insurance industry experience either as a consultant or industry executive
- Experience of leading teams
- Strong data analysis and modelling capabilities
- Strong communication and presentation skills
- Agile delivery experience is a bonus
- Willingness to travel
- Strong personal and professional motivation
- Friendly demeanour and sense of humour to fit into a small team

### The insurance industry

- Everyone needs insurance, but nobody cares about it. This poses interesting challenges around distribution and product development. With the explosion of digital in our lives, insurers are innovating like never before.
- Insurance is hugely complicated. Insurers are selling protection against a possible future adverse event, so they don't know what the cost of the product is until after they've sold it – sometimes many years after they sold it. They must be outstanding in their use of data.
- Insurance is extremely diverse. At one end of the spectrum there is insurance for offshore oil rigs; at the other end there is motor insurance or personal life insurance. Insurers now need to work out how to provide cover against emerging trends like autonomous vehicles or 3D printing. We work across all of these topics.

### How to apply

Please email [careers@oxbowpartners.com](mailto:careers@oxbowpartners.com) with your CV and a covering email to hear more.