



Principal Consultant – Operational Transformation

Job Advert

Reinvigoration has entered an exciting new phase. We have evolved our operating model to scale impact, strengthen capability and position ourselves as the trusted delivery partner for operational transformation across the UK.

As a Principal Consultant, you will be at the forefront of this evolution. You will lead complex transformation programmes that deliver measurable improvements in cost, service and capability, while helping shape how our new model operates in practice.

You will work alongside experienced consulting leaders who are redefining how transformation is delivered: more collaborative, more data-led and more focused on leaving clients stronger than we found them. You will influence propositions, shape delivery approaches and play a key role in the continued development of our consulting capability.

If you want to be part of a consultancy that is redefining what operational transformation looks like, combining the agility of a boutique with the ambition of a scale player, we would love to hear from you.

Role Profile: Principal Consultant

Role Purpose

To lead complex consulting engagements, act as a senior representative of Reinvigoration to clients and drive internal capability, growth and leadership. Principal Consultants are experienced transformation leaders who combine delivery, commercial, people development and thought-leadership responsibilities. They shape client strategy, grow accounts and ensure that every engagement delivers measurable, sustainable improvement.

Strategic Context

This role sits at the heart of Reinvigoration's new operating model. Principal Consultants bring our transformation philosophy to life, combining deep operational knowledge, data insight and digital enablement to simplify operations, reduce cost and build lasting internal capability. They enable us to deliver consistently and at scale, ensuring high-quality outcomes for our clients.

Key Responsibilities

- Lead complex transformation engagements, shaping strategy and ensuring outstanding delivery results
- Build and deepen trusted relationships with senior client stakeholders
- Take full accountability for service quality, profitability and delivery assurance
- Mentor and guide consultants across engagements, developing future leaders within Reinvigoration
- Drive consistency, repeatability and innovation in how we deliver transformation across clients
- Identify and shape new business opportunities, contributing to sustainable account growth
- Support sales enablement, marketing and product development to strengthen our client value proposition
- Champion the use of digital, automation and AI-enabled tools in both client solutions and internal practices
- Collaborate with peers and leadership to refine our delivery model, resource approach and client experience

Attributes and Experience

- Seven or more years of consulting or transformation experience, with at least three in senior leadership roles
- Strong commercial acumen with experience managing delivery budgets and commercial targets
- Proven ability to lead high-performing teams and achieve tangible results
- Deep expertise in operational transformation and change delivery
- High credibility with senior clients; confident and authentic communicator
- Passion for developing others and shaping a collaborative, improvement-oriented culture
- Proficiency with digital tools and enthusiasm for exploring new technologies to improve performance

What Great Looks Like

- Acts as a trusted advisor and transformation leader for clients
- Delivers measurable improvement in cost, service and capability

- Builds confidence and capability across consulting and client teams
- Shapes propositions and client strategies that extend our impact
- Champions innovation, data and technology as enablers of transformation and growth