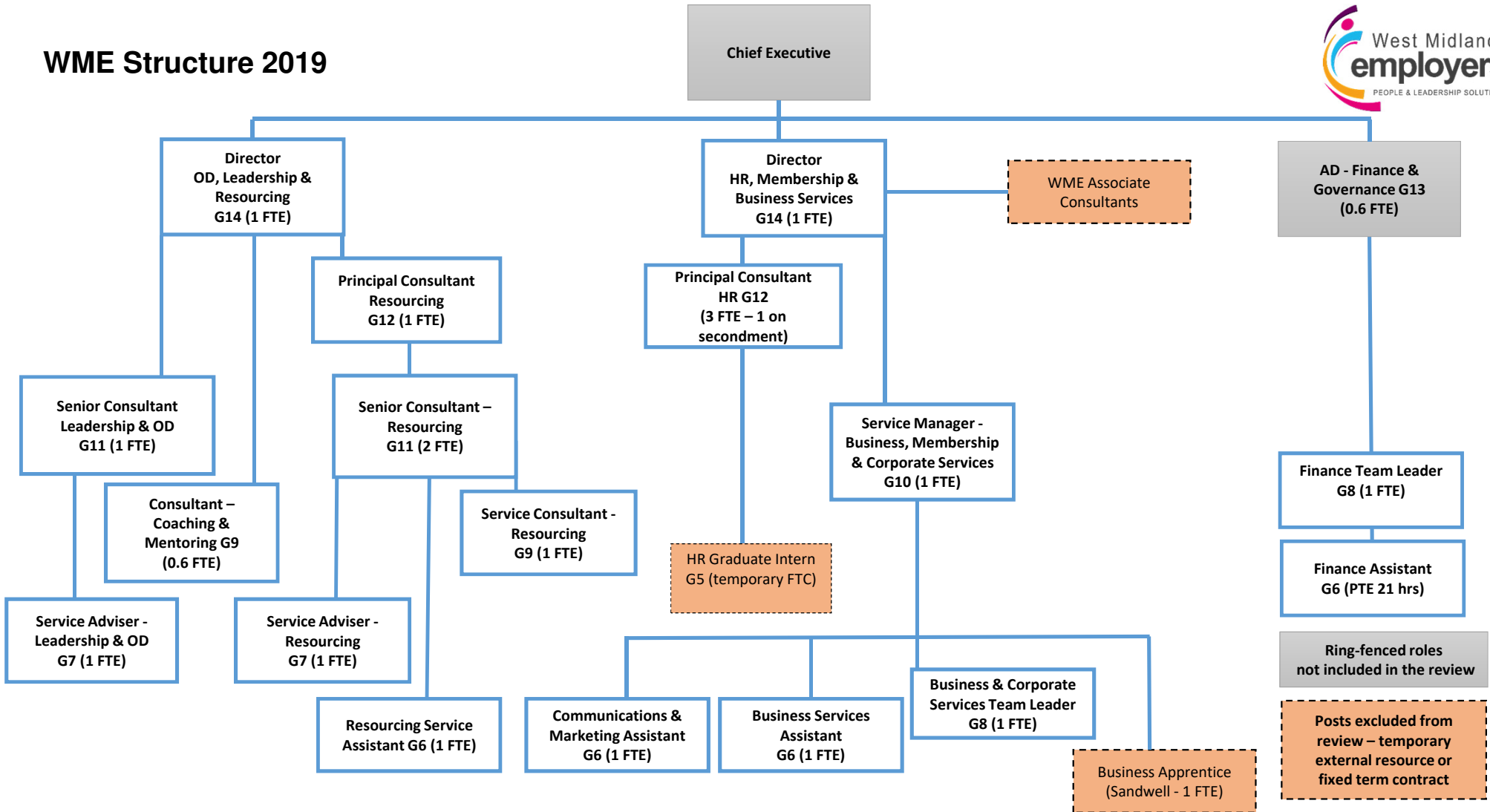


WME Structure 2019



Ring-fenced roles not included in the review

Posts excluded from review – temporary external resource or fixed term contract

WME Job Families & Hierarchy

Chief Executive G16	Responsible for setting the vision and direction of the organisation and overseeing all aspects of consultant delivery and business services		
Director G14	Responsible for providing a breadth of service delivery and/or very specialist subject matter expertise to the business. Operating across the full breadth of consultant and business services as part of the Management Team.		Assistant Director G13
Principal Consultant G12	Responsible for delivering services as a subject matter expert in multiple disciplines. Operating across the breadth of WME's service portfolio, creating new products and services and shaping thought pieces and research. Is a representative on Extended Mgt Team.		
Senior Consultant G11	Responsible for delivering services as a subject matter expert in a 'family' of related services portfolio. Delivering and evolving existing products and working with clients to meet their needs, by shaping new products.		
Service Consultant G9	Responsible for delivery as a specific subject matter expert in a defined service portfolio. Evolving the service and working with clients to meet their needs, by shaping new products.	Responsible for the management of a business service, as a subject matter expert. Accountable for managing the delivery and performance of this service and management of teams delivering that service. Ensuring new services are developed as required.	Service Manager G10
Service Adviser G7	Responsible for supporting the delivery of core WME services – managing and responding to requests from clients for delivery around a specific portfolio.	Responsible for allocation of resources for the delivery of a business service at WME, including meeting an agreed SLA and for delivery of aspects of that service.	Team Leader G8
Service Assistant G6	Responsible for delivery of a range of business services supporting a specific service or specialism (e.g HR, Coaching or Resourcing)	Responsible for delivery of a range of business services supporting the operation of WME.	Assistant G6
Graduate Intern G5	Graduate in HR providing specialist support an input to the wider team – capped to 6 or 12 month placements.	Responsible for providing support to WME's service offering in accordance with the specific focus of an apprenticeship.	Apprentice

Matrix Management Structure

WME Governance & Matrix Meetings	Lead Accountability	Matrix Resources				
Management Team Fortnightly Mtg Management Board Quarterly Mtg	CEO	CEO	Directors	AD - Finance & Governance		
Extended Management Team Fortnightly Mtg	CEO	CEO	Directors	AD - Finance & Governance	Principal Consultants	Head of Membership, Business and Corporate Services
Product & Service Leaders Monthly Mtg Associate Consultants Bi-Annually	Director(s)	Director(s)	AD - Finance & Governance	Principal Consultants	Senior Consultants	Consultants
Corporate Services Monthly Mtg	AD - Finance & Governance	Manager of Business, Membership and Corporate Services	Team Leaders	Advisers	Assistants	HR Graduate Intern Apprentice (SMBC)
Full Team Meeting Bi-Monthly	Rotating Lead	Full WME Team				