

30<sup>th</sup> August 2022

## Job alert! We're looking for a **Product Manager** with a **difference**. Know anyone **special**?

Join our family, help us stand out, gift us your uniqueness and become **Deilightful**.

### Who are we?

**We're Deilight Consulting, a fast growing, commercially minded startup Culture Transformation practice and thinktank.**

As a startup, we may be new. But we've achieved a lot. We're grateful to be a fast-growing multi-award-winning, commercially-minded full service Diversity, Equity and Inclusion practice and Management Consultancy specialised in Culture Transformation. We excel at helping people, networks and organisations - large and small - thrive financially by thinking differently, embracing uniqueness, making mistakes and keeping promises. A diverse, social enterprise, we represent humanity and champion equality for all protected characteristics. We're serious about creating deilightful workplace and community cultures. We exist to ensure any firm can reach its full potential. So we seek to understand and help people not criticize them. Be deilightful. Because it's commercial, not just correct. How about you, are you serious about keeping your promises?

### Who are you?

**You are special. You stand out in a crowded room. Your superpower is uniqueness.**

Not through entitlement, privilege or the volume of your voice, but because you dare to think, look and/or act differently, and you speak with authority, truth and purpose. You're not afraid of speaking up when you see something wrong or have an idea that others might benefit from hearing, and you listen in kind to others problems and ideas in return.

You make plenty of mistakes - we all do - but you are determined to put them right and learn from them. And you're resolute on never judging others for their mistakes. Instead you genuinely enjoy helping them become better. If you don't understand something, you simply ask. If something upsets you or doesn't feel right, you have a quiet word with those who need to hear it.

You love and respect all human beings and believe every single one is valuable and worthy of your time and investment. You enjoy listening to different perspectives and using them to form your own thought leading opinions.

You're comfortable around people passionate about sustainable social business linked to things like our climate, charitable causes, Diversity, Equity & Inclusion and solid legal compliance within corporate governance frameworks. A 'glass half full' person, you are able to resist pre-programmed, short term human instinctive self-interest to behave altruistically (for others), think longer term (about the future) and dream big (about your place within it).

The world is your oyster and you are ready to grow and thrive into a future leader who leads modestly by example, remembering nobody succeeds alone. You are

### Deilightful Contract

12mnth full-time  
starting Oct 22 (RG05)

### Deilightful Hours

4/day working week  
(35hrs - fully flexible).  
Be reachable Mon-Thurs  
9am-7pm unless agreed

### Deilightful Location

Remote (initially) with  
some domestic travel.  
Full flexible working  
support once our London  
office opens (target: Nov)

### Deilightful Salary

£25,000 gross pay + full  
benefits + uncapped  
bonus

### Deilightful Prospects

Strong performers will be  
offered a permanent  
contract, 1% share  
equity, grade promotion  
and +£10,000 pay rise  
after 12mnths

### Deilightful Work

Our people are at the  
heart of our business, its  
identity and strategy. We  
promise to love, care and  
listen to them, and  
respond to their needs

worthy of the authority and influence that comes with de-limited human potential and extraordinary opportunity, because your goal is to bring others unlike you with you as you rise.

### What delightful things will you be doing?

**You'll be front and centre in ensuring we fulfill our founding commitment to only deliver world-class products, plus you'll play a critical role in forming our firms identity as we transform from an unknown commodity into a world leading authority on driving cultural change in the UK and beyond.**

Your primary responsibilities will be to ensure we fulfill our founding commitment to only deliver world-class products, by delivering content excellence through design, delivery and review tasks, such as:

- Quality check and build out our library of proprietary content and insights, supplementing your own content
- Help to maintain, grow and broaden our relationship with 3<sup>rd</sup> party content publisher, relationships.
- Supporting our marketing team by keeping our website and entries with 3<sup>rd</sup> parties up to date
- Storyboard, design and create new training content; review existing content yearly for continuous improvement
- Design, create and maintain our library of Assess & Advise checklists, specifications, literature and sales guides.
- Create and maintain a comprehensive digital product catalogue, and associated product literature
- Work alongside Sales & Marketing to improve performance of key products and ensure all deliver meaningful change through targeted campaigns, gathering/analysing feedback, supporting sales deals, user research etc.
- Consider, recommend and implement improvements to existing products, new products, or product retirement
- Ensure all output content meets our legal and compliance obligations and does not put our firm at risk
- Maintain and coordinate existing relationships with our strategic procurement vendors and manage stock levels
- Create an annual Product Plan of key deliverable projects, dates, costings, needs and nice-to-have's.
- Ensure our ERP / CRM / Accounting systems are kept up to date with latest product information across the firm
- Contribute ideas and deploy approved enhancements to our business that will better help us realise our goals.
- Watch out for emerging business risks and opportunities, helping us respond to the changing dynamics of our industry and planet

### What qualities will help you thrive in this role?

**We do not have minimum academic requirements at Deilight. However, successful candidates will demonstrate tangible life purpose beyond themselves, a genuine commitment to socially responsible enterprise and a leading capacity to listen and learn in areas where technical proficiency relevant to the role may fall short of what could reasonably be considered 'leading expert' level.**

These qualities would greatly assist any candidate in thriving through this role:

- Exceptional written and conversational linguistic, listening and other broader communicational skills
- Excellent analytical skills, plus strong strategic, commercial, risk and legal instincts
- Familiarity with Microsoft Office Suite, Google Suite and/or HubSpot CRM
- Comfortable interacting with people from all backgrounds and seniorities (including clients)
- Resourceful, helpful, high energy positive team player tolerant to the stress of a fast startup business environment

### To apply

Please email a copy of your CV/resume and cover letter (optional) to [hello@deilightconsulting.com](mailto:hello@deilightconsulting.com). Applications close 30<sup>th</sup> September. Candidates meeting advertised criteria will be invited to an informal discussion with our Founder, followed by a separate formal interview under dual control. Appointment will be confirmed in September.