



Operations Excellence Consultant – Full Time and Intern

Operations Excellence (OE) is the Optimization Engine of West Monroe Partners. OE Consultants succeed in the evolving global marketplace by helping our clients realize the enduring benefits of business, process and organizational optimization. OE consultants work side-by-side with client teams to deliver best practices and transform operations related to business and technology. OE Consultants are an integral part of full-lifecycle projects, including strategy & planning, business process optimization, technology implementation and change management. OE consultants build a foundation of business process knowledge and industry expertise, while gaining hands-on experience with supporting technologies.

OE Consultants have the skills and characteristics to build and maintain lasting relationships and drive deliverables across a variety of functions, including Organizational Change Management, Enterprise Resource Planning, Human Capital Management, Supply Chain Management and Workforce Optimization. Additionally, OE Consultants get exposure to clients in a variety of industries, including Manufacturing & Distribution, Banking, Private Equity, Healthcare, Life Sciences, Energy & Utilities and Retail. OE Consultants need the skills to relate and work effectively with a wide range of individuals ranging from technical developers to C-Level executives.

Your specific responsibilities may include:

- Participate in business process optimization across a variety of functions (e.g., Supply Chain, HR and Finance) and industries
 - Gather and analyze business requirements
 - Develop business process maps
 - Communicate new processes and provide supporting documentation
- Drive overall change management for large transformational projects
 - Assist in building alignment across the organization
 - Ensure readiness for planned changes by executing communications and training
 - Implement change management techniques to drive adoption
- Selection of new technologies (e.g., ERP) and support implementations
 - Assess current state business and IT application landscapes
 - Develop and align IT strategy with key business objectives and create future state roadmaps
 - Execute implementations to deliver results
- Assist private equity clients with operational and IT due diligence
 - Assess alignment between business strategy and IT strategy
 - Analyze capabilities and skill sets of IT organization
 - Understand core business processes and system utilization
- Participate in and support project management for large, cross functional engagements
- Assist with business development efforts including evaluations and proposals
- Be involved with culture building activities including social events, recruiting and charities

Qualifications:

- Bachelor's degree with a minimum major GPA of 3.00
- Track record of outstanding academic performance in one of the following preferred majors:
 - Business Administration/Management
 - Organizational Change Management
 - Information Systems and Technology
 - Economics
 - Finance & Accounting

- Operations/Supply Chain
- Industrial Engineering
- Demonstrated leadership involvement in various campus groups or organizations

West Monroe Partners is an Equal Employment Opportunity Employer

We believe in treating each employee and applicant for employment fairly and with dignity. We base our employment decisions on merit, experience, and potential, without regard to race, color, national origin, sex, sexual orientation, gender identity, marital status, age, religion, disability, veteran status, or any other characteristic prohibited by federal, state or local law.