



# Professional Services Remuneration Report

Australia

Position descriptions | December 2023



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**Position Families:**

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[Professional Services](#)

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Positions

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**Position Family: Professional Services**

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Partner / Senior Principal	<a href="#">Aon.PRO.90900.7</a>
Director / Partner Track/Principal	<a href="#">Aon.PRO.90900.6</a>
Senior Manager	<a href="#">Aon.PRO.90900.5</a>
Manager	<a href="#">Aon.PRO.90900.4</a>
Senior Consultant	<a href="#">Aon.PRO.90800.3</a>
Consultant/Analyst	<a href="#">Aon.PRO.90800.2</a>
Graduate	<a href="#">Aon.PRO.90800.1</a>

**Position Description**

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**Position title:** Partner / Senior Principal  
**Position code:** Aon.PRO.90900.7  
**Level:** 7

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**Responsible for**

Managing a variety of divergent activities/teams under policy control, including fee, revenue and profit generation, achievement of working capital targets.

**Report to**

Regional Manager/General Manager, (typically this role would be 2 Levels from the CEO/COO in a large organisation).

**Supervises**

Team of Principal consultants, usually within but not limited to, the same functional area or job family.

**Main activities**

- Developing and leading a practice, engagement teams, and client relationships.
- Assisting in the development and implementation of the Organisational strategic/business plan.
- Forecasting work loads and ensuring necessary material and human resources to meet project deliverables.
- Managing work technically and contractually to ensure that it meets technical requirements, and proposing alternative solutions where established systems are unable to overcome project problems.
- Monitoring the interaction of various disciplines and providing specialist knowledge where required.

**Key skills**

- Demonstrated leadership and management ability
- Specialist knowledge/leading expert/authority in and across industry segments
- Ability to develop new consulting techniques and methods
- Business planning, budgeting and commercial acumen
- An understanding of the business/organisation/marketing context of business solutions

**Internal contacts**

Regional Managers, General Managers, Industry and Product Marketing Managers, Project Managers.

**External contacts**

Customers at the senior executive level, industry specialist consultants and suppliers.

**Typical experience**

Typically at least 15 years of experience in relevant specialised business areas and/or consulting.

**Other comments**

**Position Description**

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**Position title:** Director / Partner Track/Principal  
**Position code:** Aon.PRO.90900.6  
**Level:** 6

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**Responsible for**

Developing new client work for the firm with existing clients and through new client opportunities.

**Report to**

Corporate Professional Services Manager/Senior Partner/Global Practice Leader/Board.

**Supervises**

Managing a team of consultants

**Main activities**

- Developing and leading a practice, engagement teams, and client relationships.
- Being accountable for multiple and complex work assignments, project budgets, delivering within time frames, and short/long term resource planning.
- Preparation of major strategic proposals.

**Key skills**

- Specialist knowledge/leading expert/authority in and across industry segments and ability to develop new consulting techniques and methods.

**Internal contacts**

Industry and Product Marketing Managers, Project Managers, Development Specialists, Product Specialists.

**External contacts**

Customers at the senior executive level, industry specialist consultants and peripheral suppliers.

**Typical experience**

Typically at least 12 years of experience in in relevant specialised business areas and/or consulting.

**Other comments**

Other titles: Managing Director

**Position Description**

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**Position title:** Senior Manager  
**Position code:** Aon.PRO.90900.5  
**Level:** 5

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**Responsible for**

Recommends and executes business plans for area of responsibility

**Report to**

Associate Partner or Partner.

**Supervises**

Managers and senior staff

**Main activities**

- Develop client relationships and new business acquisition
- Involved in project staffing, execution, billing and collection
- Involved in budget planning, P&L responsibility, and marketing and sales

**Key skills**

- Specialist knowledge of one or more industries or segments.

**Internal contacts****External contacts**

Customers middle management level, various industry specialist consultants and peripheral suppliers.

**Typical experience**

Typically at least 7 years experience in relevant specialised business areas and or consulting.

**Other comments**

Senior Manager start to have client/business development goals and guidelines.

**Position Description**

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**Position title:** Manager  
**Position code:** Aon.PRO.90900.4  
**Level:** 4

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**Responsible for**

Directing day-to-day project activities

**Report to**

Senior Manager, Associate Partner or Partner.

**Supervises**

Staff size supervised typically range from 2 to 8 with potential for larger headcount responsibility depending on size/complexity of project

**Main activities**

- Allocate staff to client projects
- Prepare proposals
- Handle day-to-day client relationships

**Key skills**

- Knowledge and expertise in field of specialisation

**Internal contacts****External contacts****Typical experience**

At least 5 years experience in relevant specialised business areas and or consulting

**Other comments**

Manages people or projects. Could also be a technical expert.



**Position Description**

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**Position title:** Senior Consultant  
**Position code:** Aon.PRO.90800.3  
**Level:** 3

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**Responsible for**

Executing and completing project tasks

**Report to**

Senior Manager, Associate Partner or Partner.

**Supervises**

May have informal responsibility over more junior colleagues

**Main activities**

- Execute and complete tasks and analyses
- Identify and resolve problems in a timely fashion following established guidelines

**Key skills**

- Fully knowledgeable in field of specialisation

**Internal contacts****External contacts****Typical experience**

Typically 3+ years of experience. May hold advanced degree or MBA.

**Other comments**

Other titles: Senior Associate, Senior Analyst.



## Position Description

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**Position title:** Consultant/Analyst  
**Position code:** Aon.PRO.90800.2  
**Level:** 2

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### Responsible for

Providing an externally-facing service to clients in the development of industry specific strategic business solutions aligned to projects and consulting assignments.

### Report to

Professional Services Manager, Senior Manager/Manager or Partners.

### Supervises

Provides guidance to less experienced analysts or graduates

### Main activities

- Execute and complete tasks and analyses
- Identify and resolve problems in a timely fashion following established guidelines

### Key skills

- Analytical and technical skills in area of expertise

### Internal contacts

### External contacts

### Typical experience

1 - 3 years work experience in relevant specialised business areas and/or consulting

### Other comments

**Position Description**

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**Position title:** Graduate  
**Position code:** Aon.PRO.90800.1  
**Level:** 1

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**Responsible for**

Performing analysis in support of consulting engagements

**Report to**

Senior Consultant or Manager

**Supervises**

None

**Main activities**

- Conduct analysis under the direct supervision of a manager

**Key skills**

- Working knowledge of field of specialisation from previous work experience or university studies
- Individuals at this level are still learning and developing necessary technical skills.

**Internal contacts****External contacts****Typical experience**

This is an entry level role. Individuals typically have <1 year of professional experience.

**Other comments**