



How our leadership work

- A Senior Manager at PAV is expected to contribute to the firm's growth and development in a variety of ways, including:
- **Engagement Management:** Lead engagement planning and budgeting; mobilize and manage engagement teams; define deliverable structure and content; facilitate buy-in of proposed solutions from top management levels at the client; direct on-time, quality delivery of work products; manage engagement economics; manage engagement risk
- **Client Management:** Manage day to day interactions with executive clients and sponsors
- **Business Development:** Develop and maintain contact with top decision makers at key clients; organize and lead pursuit teams; participate and lead aspects of the proposal development process; contribute to the development of proposal pricing strategies
- **Practice Development & Eminence:** Develop practical solutions and methodologies; develop "thought ware" and "point-of-view" documents; participate in public speaking events; get published in industry periodicals
- **People Development:** Perform role of counselor and coach; provide input and guidance into the staffing process; actively participate in staff recruitment and retention activities; provide leadership and support for delivery teams and staff in local offices