



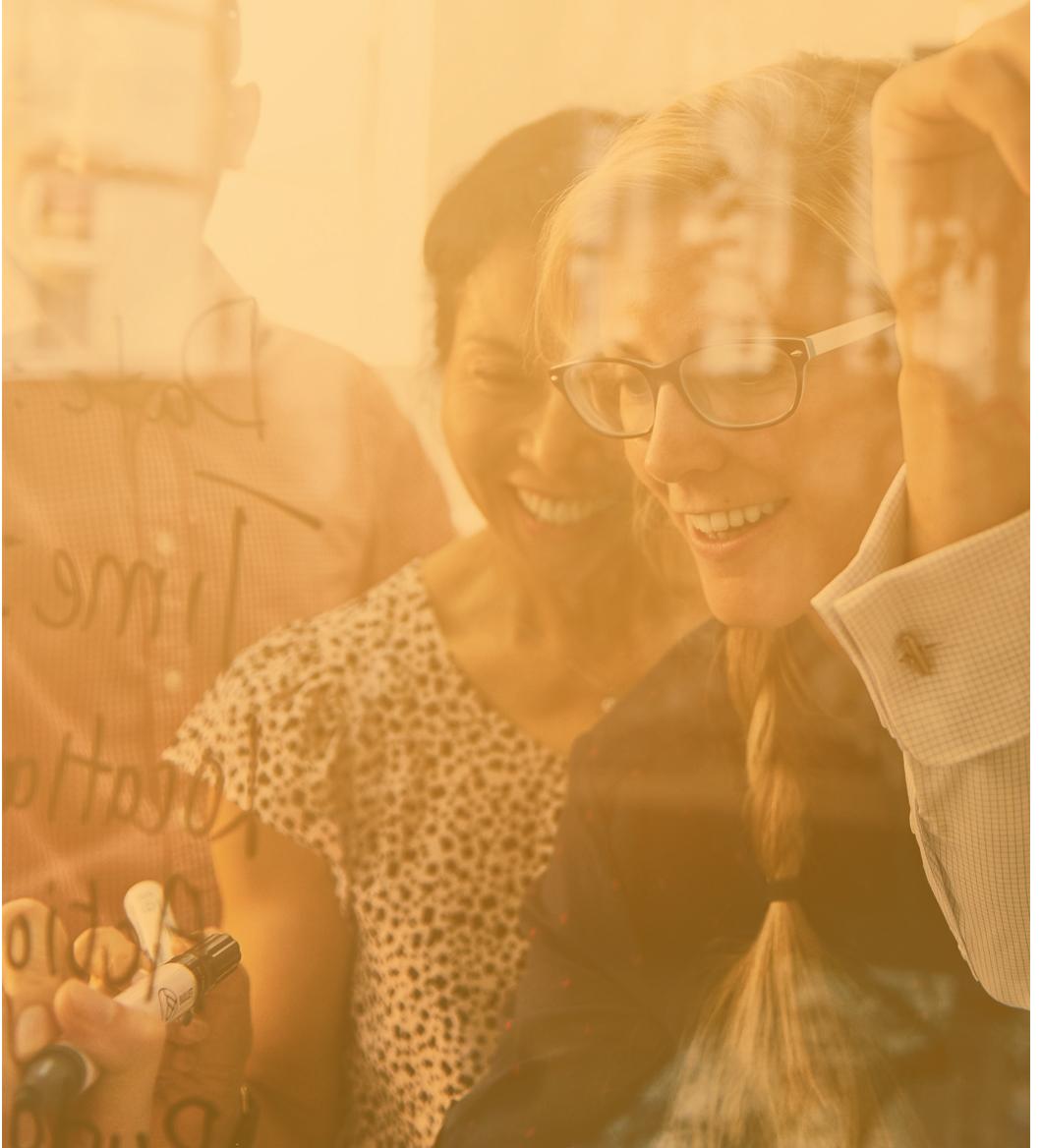
noetic

A CAREER AT NOETIC GROUP



...IMPLEMENTING YOUR
SIGNATURE SOLUTIONS

noetic



Noetic Group is a professional services firm with a reputation as an international provider of implementable business and management solutions.

We are always looking for high calibre individuals seeking to further their career.

So, if you're eager to work with a company destined for growth, in a competitive, exciting and opportune environment, where the contribution you make matters, then read on.

We assist organisations with their strategy development and implementation, undertake reviews and evaluations and help build organisational capability.

Noetic has built a strong portfolio of successful projects working with clients across the government (ranging from national security to social policy areas), resources and not-for-profit sectors.

We deliver great outcomes for our clients.

THE NOETIC STORY

Noetic began in 2001, with a vision of growing a professional services firm to rival the established strategic advisory firms within the market. We sought to bring together great people who would inject fresh ideas and provide drive and energy to client assignments. We've since grown our head office in Canberra and have expanded operations with offices in Sydney, Brisbane and Washington D.C.

We offer our clients signature solutions by exploring the full extent of challenges they face and co-designing the appropriate actions, responses and changes needed for positive implementable outcomes.

Noetic delivers a range of services pertinent to the industry sectors in which we work. Noetic's services are underpinned by strong, and in some cases, unique intellectual property that has been refined and documented through proven practical experience.

Capability areas include:

- + **strategy and planning**
- + **implementation**
- + **review and evaluation**
- + **capacity building**
- + **investment management**
- + **enterprise risk management**
- + **exercising and business simulation**
- + **research and development**

OUR VALUES, OUR SUCCESS

Our individual and collective approach is underpinned by our values and all members of the Noetic Group team promote and exhibit them throughout our project work. These values have led to our ongoing growth, and contributed to Noetic's enviable reputation as a recognised tier two professional services firm that stands out from the crowd.

These values are:

Excellence

Everything we do focuses on understanding and responding to our clients' needs and providing them with excellent interaction, service and deliverables leading to high quality outcomes.

Innovation

Our clients have difficult, complex and often sensitive problems and challenges, which require us to bring an open mind, to suggest and develop new ideas, to break new ground and to tailor our approaches to their needs.

Outcome focus

We ensure that our clients are always satisfied with the outcomes of our research and consultancy, and that the results are meaningful, implementable and measurable.

Entrepreneurialism

We employ people who are able to solve problems creatively, who explore new boundaries and opportunities, and who take risks to propose changes that our clients will value, allowing them to not only do things differently, but to do different things.

Enjoyment

Our people thrive on working with our clients and gain immense satisfaction from the variety of challenges and the outstanding results they produce. We strive to make the experience enjoyable for our clients every time and aim to build long-term relationships with them and their organisations.

**Work with a diverse range
of highly skilled and
experienced professionals
in an agile management
consulting environment**

**Work on a range of
interesting business
development projects
to grow with the company**

**Be part of a dynamic and
diverse team with a fun and
inclusive workplace culture**

**Deliver exceptional
client service that
makes a difference**

**Take the opportunity
to develop your career**

CONSULTING CAREER OPTIONS WITH NOETIC



RESEARCH ASSISTANTS

Deliver Client Outcomes

- + support consulting tasks ranging from administrative to the direct support of projects, at times including client facing tasks

Business Development (BD)

- + assist in the development of proposals and tenders, principally through research and analysis
- + help in the preparation for BD meetings through research, attending BD meetings, and assisting with follow up with clients

Team Membership

- + support the team through research, project work and capability building contributions
- + contribute knowledge and ideas to the successful completion of tasks, and ultimately the delivery of quality projects

Contributing to Group Development

- + contribute through undertaking individual projects and/or contributing to teams working on internal capability enhancement projects

Quality

- + assist in quality assurance within proposals and project support



“I believe a core aspect of the Noetic business model is the commitment to delivering a great outcome for the client”

MARK COLLINS

CONSULTANTS

Deliver Client Outcomes

- + work concurrently on multiple projects of varying sizes and levels of complexity
- + fulfil the Lead Consultant role on small projects, generally where the project team consists only of a Consultant and a Principal Consultant
- + delivering client outcomes is a Consultant's highest priority

Business Development (BD)

- + contribute to BD through the development of proposals and tenders
- + actively look for opportunities to extend or expand existing projects
- + identify opportunities for new work with existing clients, and work with the relevant Principal Consultant to pursue these opportunities
- + assist in preparation for meetings and follow up

Team Membership

- + supervise the work of others in areas of subject matter expertise
- + mentor new or more junior team members
- + contribute to team building activities and processes

Contributing to Group Development

- + contribute their ideas to add value to Group development, including being allocated to, or leading, internal projects and tasks

Quality

- + assist and drive quality assurance within proposals and project deliverables

“I value the opportunity to work with a group of experienced and innovative people who endeavour to make a real difference and provide quality outcomes to their clients”

KATYA MURPHY



SENIOR CONSULTANTS

Deliver Client Outcomes

- + work concurrently, and provide expertise on multiple projects of varying sizes and levels of complexity
- + fulfil the Lead Consultant role on projects, both across management and administration
- + delivering quality client outcomes is a Senior Consultant's highest priority

Business Development

- + contribute to BD through the development of multiple proposals and tenders aligned with Noetic's bid process
- + actively look for opportunities to extend or expand existing projects
- + attend external BD meetings with Principal Consultants and Directors

Team Membership

- + mentor and support Consultants and Research Assistants with applied experience and knowledge

Contributing to Group Development

- + actively contribute ideas to Group development by leading internal projects/ tasks
- + undertake a Capability Lead role for one of Noetic's consulting capabilities or offerings
- + play an active role in helping to develop Group capability through training and mentoring

Quality

- + maintain Noetic's reputation for quality ensuring all quality control checks are maintained
- + enable more junior members of the team to understand Noetic quality expectations



“I was drawn to Noetic because of the diversity of projects and services, which has allowed me to employ my skills and wealth of experience”

ANITA BRIEDENHANN

DIRECTORS

Deliver Client Outcomes

- + undertake a lead role for Noetic's complex projects
- + apply advanced project management and administration practices to major projects and programs
- + manage, mentor and lead other consulting staff and Associates effectively
- + delivering quality client outcomes is a Director's highest priority

Business Development

- + proactively shape BD opportunities
- + pursue follow-on work with existing clients, lead high-priority bids and promote Noetic at marketing/networking events
- + contributing to BD is a key expectation of a Director

Team Membership

- + contribute to team building, leadership and cohesion
- + support Principal Consultants through performance management, resource allocation and monitoring
- + supervise Consultants and Senior Consultants on projects both internally and externally

Contributing to Group Development

- + actively contribute ideas to Group development by driving internal projects/ tasks
- + undertake a Capability Lead role for one of Noetic's consulting capabilities or offerings
- + play an active role in helping to develop Group capability through training and mentoring

Quality

- + maintain Noetic's reputation for quality ensuring all quality control checks are maintained enable more junior members of the team to understand Noetic quality expectations

“Noetic doesn't apply a templated solution. I have the freedom to work collaboratively and develop solutions that are going to work for my clients. I get my job satisfaction from helping produce the outcome they need”

PHIL FORREST



PRINCIPAL CONSULTANTS

Deliver Client Outcomes

- + provide Principal Oversight of projects
- + taking accountability for the delivery of projects in line with client expectations and Noetic's internal policies and procedures
- + responsible for all key project management activities and deliverables

Business Development

- + lead BD activity, aligned with client group and/or area of specialisation.
- + plan BD campaigns, undertake BD meetings and complete quality proposal submission
- + build the BD skills of Noetic team members

Team Membership

- + member of the Senior/Executive Management Team
- + responsible for leading and developing the skills of staff and managing performance and where necessary/appropriate and other general management/leadership responsibilities
- + allocate their team to projects/bids, seek support from other teams as needed

Contributing to Group Development

- + lead Group development, in relevant service offerings and sectors
- + additional management responsibilities that contribute to Group development
- + understand, identify and collaborate internally regarding key workforce needs

Quality

- + ensure quality delivery across all projects and bids
- + ensure all Noetic deliverables and client interactions contribute to Noetic's reputation for quality



“Noetic has a determination to provide solutions that are actionable and an insistence that there must be a plan to get there.”

JOHN (J.P.) SMITH

ASSOCIATE CONSULTANTS

Associates augment Noetic Group's permanent staffing structure by contributing on a project by project basis which provides flexibility for the Associate, while allowing Noetic Group to meet its client needs during peak periods or when specific skills sets are needed.

Project duration varies from short term (several weeks) to long term (12+ months).

Deliver Client Outcomes

- + bring specific industry experience and subject matter expertise
- + demonstrate the ability to analyse complex problems and define practical solutions
- + offer strong interpersonal skills and the ability to engage professionally with clients
- + accountable for the delivery of projects in line with client expectations and Noetic's policies and procedures

Quality

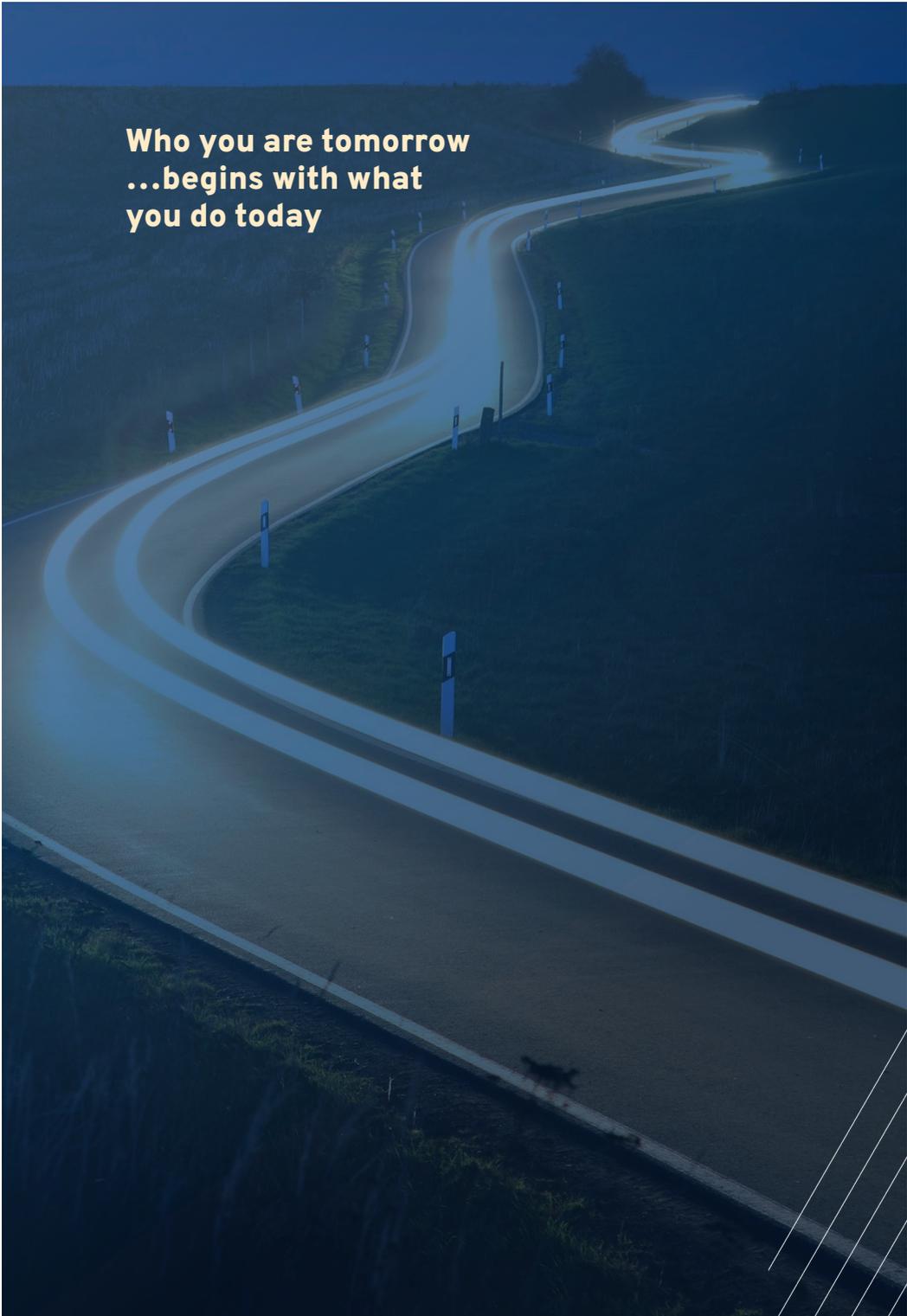
- + ensure quality delivery across all relevant projects
- + provide quality assurance checks in line with Noetic's internal processes
- + deliver quality work that meets our values and the client's needs

“Being able to deliver innovative and practical solutions that make a difference, is one of the factors that attracted me to Noetic.”

CHRISTINE MCPAUL



**Who you are tomorrow
...begins with what
you do today**



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