

Are you looking for an exciting career?

Evolve is a rewarding place to build and develop your career. We are committed to a journey of life-long learning and growing. We believe that true fulfillment and meaning comes through this journey of learning.

Each of us comes to Evolve with a wealth of experience, yet we all accept that we still have much to learn. You will find that at Evolve we are humble and quietly confident in our abilities, yet constantly aware of our capacity for improvement. We think of ourselves as both experts and students.

Evolve provides an opportunity to master your implementation skills through professional development and challenging work.

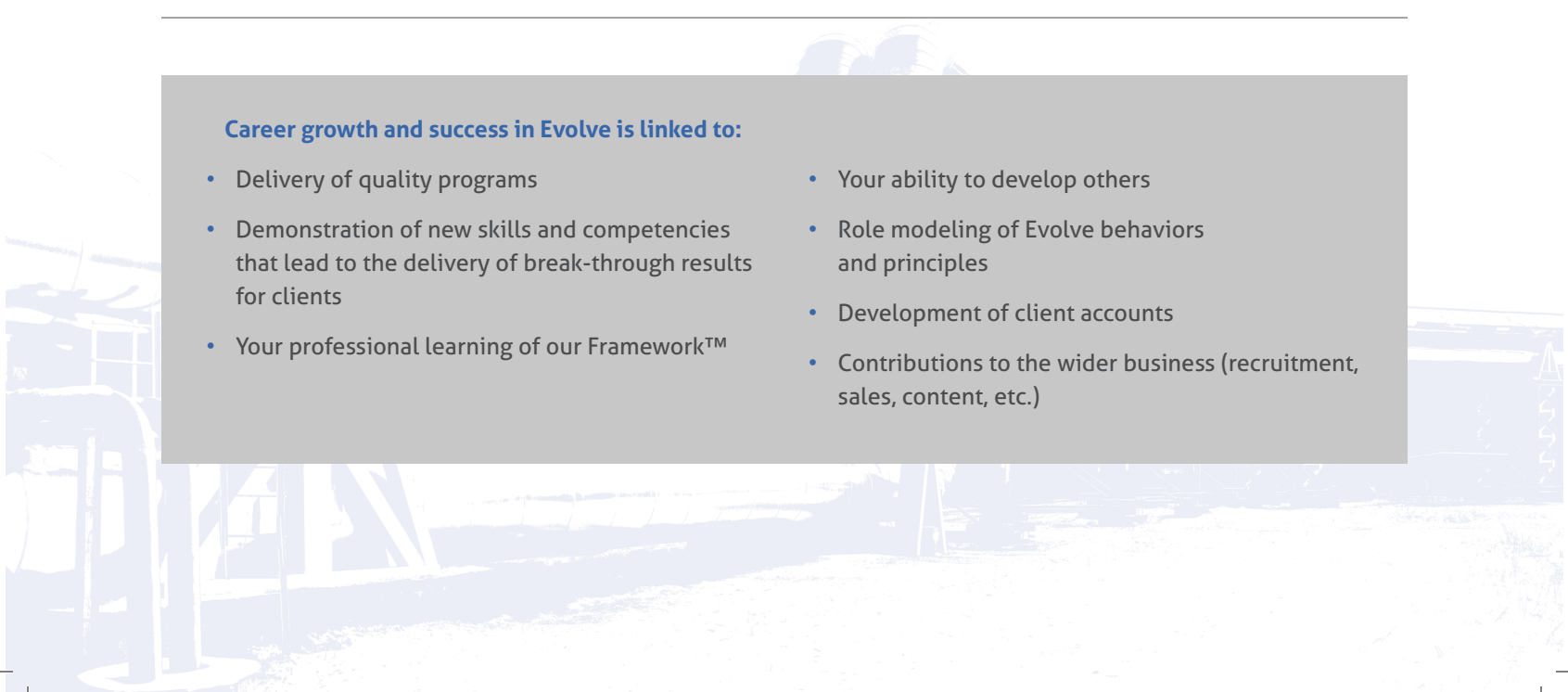
At Evolve you will be working beside experienced implementation consultants who are leaders in their field. Your career path will be a unique and individual journey, owned by you and supported by a team who are truly committed to your development and progression within the organization. Learning opportunities in Evolve are provided through a combination of different experiences; team development events, company events, orientation, induction and the development of your personal learning journey.

“We believe that everyone is capable of extraordinary things and we hope everyone will reach their full potential. If that includes becoming one of the most senior leaders in Evolve then all the better.”

- Rupert Hucker, CEO

Career growth and success in Evolve is linked to:

- Delivery of quality programs
- Demonstration of new skills and competencies that lead to the delivery of break-through results for clients
- Your professional learning of our Framework™
- Your ability to develop others
- Role modeling of Evolve behaviors and principles
- Development of client accounts
- Contributions to the wider business (recruitment, sales, content, etc.)



We have a culture with limited titles and hierarchy. At any given time there are a variety of roles that our people can fulfill.

ROLE	DESCRIPTION
Theme Lead	Theme leads are responsible for planning and executing program workstreams that deliver exemplary results. They are capable, confident and competent implementation consultants that engage clients at all levels of the business. They have a solid understanding of our Framework™ and lead multiple stages in the Framework™.
Program Leader	Program Leaders are responsible for leading programs, managing the completion of deliverables and results, developing others, creating working environments that bring out the best in clients and our consulting team. They own and take responsibility for the key relationships in the Program such as Sponsor, Steering Committee, etc. They strive to demonstrate mastery of our Framework™.
Account Manager	Our most senior level of implementation consultants. Our account managers lead sales, lead programs, deliver workstreams, create teams, lead internal improvement initiatives, and engage, inspire and motivate our people on a day to day basis. They are responsible for the Quality Assurance of all the Programs across the Account. They are insightful and creative and masters of our Framework™.
Evolve Leadership Team	All of our people have the option to be part of the Evolve Leadership Team (ELT) over time as opportunities develop. It would require demonstrated mastery of our Framework™ or of a specialist function in Evolve.
Subject Matter Expert (SME)	Our Operations Excellence Framework™ provides opportunities for our people to take on the role of Subject Matter Expert (SME) in any one of the 14 elements of the framework for example, Continuous Improvement, Drilling and Completions, Project Execution and Health Safety and the Environment (HSE) among others.

Our experienced implementation consultants join our organization as Client Partners 1s or 2s based on their previous level of experience. Once people have demonstrated the skills to be successful in a new role they will be promoted. The length of time it takes to demonstrate competency can vary by individual. Our people are supported, coached and developed to

demonstrate the skills and competencies for the level above their current one before they are promoted. This helps to ensure their success. There are excellent opportunities for salary growth, reward and recognition within all levels. Career progression in Evolve is least about your title and mostly about the range and depth of your ability to deliver our Framework™.

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