



CANDIDATE INFORMATION PACK



CONSULUM
GOVERNMENT ADVISORY



INTRODUCTION

Thank you for your interest in exploring a career at Consulium. In this document you'll find more information about who we are and what we do, what you can expect from a career at Consulium, and how our recruitment process works.

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WHO WE ARE AND WHAT WE DO

Consulum started out as a strategic communications firm, but over the years we have evolved. While strategic communications is still at the heart of our work, we are now an advisory firm dedicated to helping governments to develop, lead and deliver positive programmes that integrate strategy, policy and communications to successfully promote their global interests.

SOME OF OUR SERVICES

- **Integrated government advisory**

Our senior team of integrated government advisers drawn from governments across the world provide our clients with long-term, bespoke strategies and programmes that seamlessly integrate expertise from a range of sectors and disciplines.

- **Strategy and Impact**

Consulum's Strategy and Impact team brings together public sector managers, data analysts, brand strategists, policy experts and marketing specialists who offer governments a unique approach to strategy development and coordinated implementation.

- **Policy Advisory**

Consulum's policy advisory service offers policy analysis, design and impact measurement to drive reform and deliver positive change.

- **Competitiveness**

Our team has experience with in-city, regional and national governments, so we know what it takes to attract investment and talent, grow tourism and exports, and connect destinations to the world's major markets.

- **Capacity Building**

Consulum helps governments build and enhance their communications systems through organisational reform, operational design and the development of their communications teams.

- **Diplomatic Outcomes**

Our diplomatic specialists are former career diplomats with decades of experience. They know how the world works and use their knowledge to deliver practical, specific outcomes for our partners.

- **Leadership Communication Coaching**

Consulum's communications coaching team has delivered improvement programmes for leaders worldwide and has years of experience advising at the highest levels of government.

- **Creative**

Our award-winning creative team draws together brand strategy and identity design, film and video production, and digital and experiential development to produce powerful campaigns that drive positive change.

- **Digital**

Our specialist digital team helps government organisations ensure they have the right digital communication infrastructure, develop and deliver impactful digital communication programmes and leverage emerging technologies like AI, AR and VR to maximise their impact.

- **Event communications**

Consulum's event practice helps governments develop events of substance that enhance their standing on the world stage. Our digital, communications and creative experts build campaigns that elevate awareness, optimise event attendance, foster participation and amplify event outcomes.

- **Aviation**

Consulum's aviation experts have abundant international experience and specialized expertise across the full spectrum of competencies required to support positive aviation outcomes. We support ministries of transport and infrastructure, civil aviation authorities, and tourism and investment bodies to navigate this complex landscape, build successful aviation sectors and drive economic development.

OUR VALUES AND CULTURE

Consulum has a high performance, collaborative and collegiate culture.

Our values have been developed collaboratively and are grounded in the reality of how we behave as a team. Living the values is important at Consulum and we put our money where our mouth is – a third of every person’s bonus is directly linked to it. For us, values aren’t a box to tick or a poster to stick on the wall.

Have a look at our values below and the behaviours they give rise to.

 <p>Take a “One Consulum” approach</p>	<p>We collaborate, drawing on all the expertise and experience Consulum has to offer in service of our clients.</p> <p>We gladly share: our ideas, our time, our expertise, our support.</p> <p>We treat one another well: with respect, consideration, and appreciation.</p>
 <p>Empower yourself and others</p>	<p>We actively seek to develop our skills and capabilities through reading, listening, watching, and practising.</p> <p>We help each other master new skills, develop expertise and achieve progress.</p> <p>We take enthusiastic advantage of every opportunity Consulum provides for professional development.</p>
 <p>Be the best, always</p>	<p>We seek to deliver a quality of work that cannot be found anywhere else.</p> <p>We win every meeting, always impressing our clients with our effort, insight, ideas, and advice.</p> <p>We innovate constantly, always seeking new and better ways to enhance the work we do.</p>
 <p>Delight our clients</p>	<p>We listen actively and put ourselves in the shoes of our clients, enabling us to understand them and their needs fully.</p> <p>We go the extra mile for our clients, ensuring they have our support when they need it most.</p> <p>We empower our clients, helping them get better and do better.</p>
 <p>Say it like it is</p>	<p>We offer our clients honest advice in a sincere effort to advance their best interests.</p> <p>We contribute with confidence, clarity, and openness to internal discussions.</p> <p>We have hard conversations when we need to, always respecting the dignity of our colleagues.</p>
 <p>Be a pro</p>	<p>We turn up on time, fully prepared and ready to deliver.</p> <p>We never violate the confidence of our clients.</p> <p>We act with integrity, always.</p>

WHAT WE'RE LOOKING FOR

There is a great diversity of people who succeed at Consulium, but they all tend to demonstrate similar attributes.



A PASSION FOR SOCIAL, ECONOMIC, AND GEOPOLITICAL IMPACT

People at Consulium tend to be interested in politics and government and are motivated by the opportunity to drive positive change in societies across the world.



SMARTS

Consulium people are smart – analytical and creative thinkers who relish an intellectual challenge and develop actionable solutions to complex problems.



POSITIVE AND ENERGETIC

Consulium people are resourceful and outcomes-orientated, and they put in the effort to get the job done.



LEADERS

No matter how junior, Consulium staff tend to be leaders – people with the ability to influence those around them. There are lots of leadership styles, but all leaders tend to be confident, have presence and are able to get a hearing from clients and colleagues alike.



EXPERIENCE

Experience is important. We hire lots of people who have worked with, in, or for, governments. But a lack of government experience won't necessarily rule you out if you're a quick learner and display the attributes set out above.



WHY CONSULUM COULD BE THE PLACE FOR YOU

AT CONSULUM, YOU GET MORE THAN A PAYCHEQUE.



WORKING WITH GOVERNMENTS

Consulum works exclusively with government organisations. It's a great place to deploy your knowledge of how government works or learn about governments if they are new to you, and to help them make a positive impact along the way.



GEOPOLITICS

In general, we help our clients achieve their global objectives. That means understanding and navigating global audiences and international relations. There aren't many organisations who operate almost exclusively in this space. We do.



BUILDING A BUSINESS

For our senior staff, Consulum is a platform on which to build – creating new services for clients, developing networks in new countries, and developing a new generation of talent to take the business forward.



PROFESSIONAL DEVELOPMENT

We're obsessed with professional development. It's impossible to be at Consulum for even a few months without learning new skills and enhancing your capacity. Our professional development programme is integrated into our day-to-day work and your line manager's primary job is to help you reach the next stage of your career.



CAREER AND PAY PROGRESSION

People who stay at Consulum for five years will likely be promoted two or three times over that period, with pay progression that will range from 50 – 100% of your starting salary. It all depends on performance, of course, but our philosophy is very simple: if you perform, we will recognise and reward it. No one good gets left behind.



ADVENTURE

Consulum is an adventure, especially for those who move countries to join us. It's a chance to immerse yourself in new and very different cultures, learn the politics and economics of rapidly developing parts of the world, and work with people from a very wide range of backgrounds.



HERE'S HOW A FEW OF OUR STAFF DESCRIBE WORKING AT CONSULUM.



What's great about Consulum is that you get unique insights into cultures that you might not otherwise be exposed to in your day to day life. So you feel like you're constantly expanding your world view.

You also get to work alongside brilliant people with a fantastic depth and breadth of experience who'll challenge and inspire you. The client work is genuinely fascinating and inspiring. We're in a privileged position to work with leaders and organisations that shape and change the world and knowing that the work you're doing is helping to drive positive change is extremely rewarding.

Natasha Ighodaro

Partner



If you are looking for a place that offers you the opportunity to collaborate, grow, develop and lead with supportive, like-minded colleagues from all around the world – operating as an integrated team taking on exciting and rewarding projects – then Consulium should be your next move.

Dalia Aljurf
Senior Director



Consulium has provided me with the invaluable experience of working with government entities as they navigate dynamic and evolving challenges.

Beyond the work itself, the company encourages personal growth and progression, fostering a culture where colleagues from diverse backgrounds engage in healthy competition while supporting each other's development as individuals and professionals.

Hania Malhas
Graduate Consultant



I have worked at Consulium for two years as part of our Dubai office and have loved the chance to be able to work with the highest level of government and be at the heart of shaping policy, communications and campaigns in a country that is undergoing rapid transformation. The work we do at Consulium is fascinating, and no day is the same. Being able to work with exceptional colleagues from the government advisory field motivates me - and it's the people at Consulium who support you to reach new challenges in your career. We are given the responsibility and exposure to client access which few other companies allow at junior levels, and the company encourages you to discover new skills in your professional development.

Priya Shourie
Associate





There are few early-career opportunities that match up to Consulium. The chance to work at the very top of government, often in parts of the world undergoing tremendous change, is one that rarely comes around for those starting out on their professional journey. I feel lucky to work with some of the best people in the government advisory business, all at a company that takes its values and personal development seriously.

Harry Nicholls
Associate Director



Working at Consulium is a unique and incredible journey — every day brings new challenges and fresh perspectives. Engaging with talented colleagues from diverse backgrounds and skills, we learn, collaborate, and grow together.

The work is dynamic and no two days are the same. We tackle complex problems, drive real change, and enjoy the process along the way. It's a rewarding experience that keeps us inspired, engaged... and definitely on our toes!



Nader Naamani
Partner



HOW THE RECRUITMENT PROCESS WORKS

Our recruitment process generally involves four stages.

1

FIRST, WE'LL CONDUCT AN INITIAL INTERVIEW.

This is an opportunity for both us and you to decide whether Consulum might be right for you. During this interview you can expect to be asked a range of questions about your background, approach to work and aspirations for the future. We will also use the opportunity to give you a clear sense of what life is like at Consulum.

2

IF WE PROGRESS, THE NEXT STAGE INVOLVES A WRITTEN EXERCISE

This gives us an opportunity to assess your thinking and approach. The exercise is very important to us, so it's critical to take it seriously and deliver something that shows off your talents.

3

THE THIRD STAGE IS A COMPETENCY-BASED INTERVIEW

This is where we probe your specific skills, focussing on examples of work you've done in the past. There will of course be an opportunity to ask questions of your own.

4

THE LAST STAGE IS A PRACTICALITIES CALL

Once the interviews are done and we've decided to make you an offer, we will set up a "practicalities call", which is an opportunity for you to ask all the questions you need to ask, and for us to explain in practical detail how the onboarding process works.

After the practicalities call, we'll send you an offer in writing and, hopefully, you'll sign on.

If you're moving countries to join us, we will fly you out, provide accommodation for two months and help you and your family with all the practical challenges, from getting visas to finding a place to stay; from choosing schools to knowing which apps to download for local living.

A FUTURE AT CONSULUM

We set a high standard when it comes to choosing new colleagues, but if you're right for us and we're right for you the partnership will work and you'll flourish at Consulum.

If you're interested, please get in touch by emailing

recruitment@consulum.com



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