

Thanks!

Thank you for your interest in joining ECAS Consulting as an Associate. Before you send us your CV, here’s a bit about us and what we look for. Do read it – it’ll help get our relationship (and expectations) calibrated early on.

The scoop...

ECAS was originally set up as a vehicle for friends to do conflict and security consulting. We retain this philosophy, but with growth, we have nuanced our approach. Ten years on, our experts are selected not only for their qualifications and experience, but also on their track-record in delivering well to clients – and their ability to work with others. Fundamentally, we are a group of hands-on, unpretentious experts who enjoy our work.

Since our establishment in 2003, we have implemented over 150 assignments in over 25 war-affected countries. We are determined to stay focused on doing interesting work – rather than chasing the buck. Our client-base consists of over 35 multinationals (we do a lot of corporate work), inter-governmental organisations, foundations, governments, and NGOs. Over 80% of our work is through word-of-mouth – and we only occasionally bid for assignments that are of particular interest to us.

What that means in practice is that we keep our overheads low and are organised on collective and cooperative principles. Our permanent staff members are only administrative and our consultants make annual contributions towards what it costs to keep ECAS going.

What do they pay for? Well – we’ve created a pretty neat vehicle for those who want to do conflict and security consulting well. Over the years, we’ve learnt that you do better as a consultant if...

You are profiled well... We profile our experts on the ECAS website and to clients

You stay in the loop and keep a jobs-feed... Our experts get access to ECAS jobs/opportunities mailing-list

You have a professional communications set-up... Our experts use the ECAS communications infrastructure (email address, phone messaging and fax forwarding)

You keep good company... Our experts are associated to other top-notch consultants, to the ECAS track-record and client-base

You know what to charge who and for what... We’ll advise our experts when required on how much to charge clients and provide fee negotiation support

Your company is marketed smartly... We like to show and tell, rather than just tell. Our experts benefit from our “ECAS in Practice” Series and the Artraker Fund

You have good insurance for countries affected by war and terrorism... Coverage by our corporate travel and professional indemnity insurance

You have a business card... A personalised ECAS business card with your details and specifications for printing

You work with a company that responds to your needs... ECAS is a pretty well-run company and responsive to the needs of its experts

You have some fun too... This year all our experts are invited to the Artraker Fund award dinner on 21 September

You can access other ways of generating income... If our experts are into training, they can use on a profit-sharing/collaborative basis the INCAS training platform (www.incasinstitute.com)

Who is looking for what?

Most of our Associates join us for the following reasons:

- They like being associated to a company with a good reputation built over 10 years - and where they may be drawn into team assignments implemented by ECAS.
- They know that other Associates are among the best conflict and security consultants around today – and that they’re keeping good company.
- They like the simplicity of our approach; a platform for robust, unpretentious and easygoing experts who enjoy the work and working together.
- They agree with a focus on doing interesting assignments and delivering impact, rather than quantity and profit.
- They generate most of their own work – but like having a feed of possible other assignments and support when they need it.
- They occasionally come across larger jobs and want a platform (with good people) to implement them – and share in associated profit.

We are after quite a few things... Our core criteria are serious competence, self-awareness, and a great sense of humour. We are a company that does what our consultants are good at – and are open to adjusting direction and opening new spaces for work (within the sphere of conflict and security) when a critical mass of competency is built in a particular area. So we’re also looking for individuals with creativity, vision and an entrepreneurial outlook; we have a pathway for Associates to become Partners (co-owners of the company) and space for those who gel with us to join directly as Partners.

We’ve designed the ECAS consulting (small ‘c’) vehicle so it lends itself particularly well to collaboration. We incentivise our Associates to bring in team assignments (they get a 25% share of profits from assignments they bring in) – and help them in proposal-writing. That aside, we’ve addressed head on the common frustration of finding yourself in a dysfunctional team (put together by someone else) and ending up doing all the work. We carefully package our teams for effective delivery and division of labour. We’ve all got the “oh dear – I’ll have to do it all myself then” t-shirt and don’t wish it on anyone else.

Now for what we’re not after or can’t provide:

- We don’t do intelligence work or hard security. There are other companies that do this very well (Olive Group, Control Risks, etc.) and we don’t have (or plan to acquire) a competence in this area.
- We don’t pay salaries to our consultants. If you are after a salaried position, we can’t provide that. However, that business model is widespread in this sector, and you’ll find many companies that do.
- We don’t give any guarantees of work if you join us. As mentioned above, our consultants generate most of their own work.
- You’re not joining an office or a workplace. We occasionally get together for work or social occasions – but most of us are scattered around the world.

We occasionally take on trainees – but only after a very thorough screening process. If we see immediate value added and someone tremendously talented/promising, we’ll entertain the possibility of taking someone in as a trainee or intern.

So there... If this resonates – please send in your CV. We’ll be delighted to hear from you.