

The Bates Associate Profile

The following profile outlines the ideal background, skills, characteristics and experience of a typical Bates Project Management Associate. It is intended to serve as a guide to highly qualified individuals who want to become part of the Bates Associate Network of reputable project managers.

Required Skills and Abilities

- Excellent oral and written communication skills
- Exemplary presentation skills and the ability to address, capture and sustain the attention of, large groups of people in workshop situations for lengthy periods of time.
- Ability to independently manage his/her own consulting and financial affairs without assistance, supervision or intervention by Bates Project Management Inc.
- Excellent computer skills and technological aptitude with proficiencies in project management software, work groups, word processing and spreadsheet applications.
- Internet savvy

Characteristics

- Honest, trustworthy and ethical and reputed to be so by his/her peers and colleagues
- An entrepreneurial spirit, capable of forecasting and proactively responding to client needs, attracting and retaining clients

Language Skills

- Ability to fully communicate in English.
- Candidates who are fluently bilingual in Canada's both official languages will be given preference
- The ability to communicate in the primary language of the region of work would definitely be considered an asset

Education

- A university degree with a master's degree is preferred. Alternatively, other post-secondary education such as a college diploma, coupled with significant and relevant experience will also be considered.

General Experience Requirements for all Associates

- Well grounded in their professional area of expertise, i.e. engineering, computer systems, finance, marketing and communications, social services, health services, etc.

Senior Associate Experience Requirements

- Minimum 10 years experience as a middle or senior manager
- Five years experience managing medium to large-size projects
- At least one year of independent consulting experience

Associate Experience Requirements

- Minimum five years management experience including direct project management experience.

Highly Desirable Qualifications

- Project Management Professional (PMP) designation from the Project Management Institute or have passed the examination for the PMP and is waiting to achieve service points.
- Significant project management experience in their professional field.
- Experience as a management consultant in their own professional field for several years.
- Experience in teaching management development seminars.
- Experience in running their own service businesses.

Desirable Qualifications

- Is currently involved in management consulting independently or as part of a small group of consultants with an established client base, which is interested in project management.

Minimum Conditions of Associateship

- Willingness to travel to service clients
- Valid driver's licence in the Associate's Province of residency
- Passes criminal background check
- Willingness to apply for Secret Level security clearance with the Federal Government