



ASSOCIATE CONSULTANT BENEFIT OVERVIEW

PARADIGM'S BENEFIT PROGRAM

Paradigm offers a unique model focused for individuals who prefer an independent contract model. As an Associate Consultant, you can utilize Paradigm's thirty years of knowledge and expertise within our customer base located in Regina, Saskatoon, Edmonton, Calgary and Winnipeg.

This Associate Consultant model includes an abundance of benefits that reflects our flexibility and desire to build long-term relationships with our Associate Consultants.

BENEFITS

- **CORPORATE RELATIONSHIPS:** With over 30 years in the industry, we can leverage our name, our relationships and deep experience in the local market to find your next engagement.
- **COMMUNITY ENGAGEMENT:** We encourage active participation on engagements in giving back to our communities.
- **ACCOUNT MANAGEMENT:** Our business development teams have established strong relationships with our current customers and are continuously developing new customer accounts. We continuously add new customers every year.
- **OPPORTUNITY RESPONSE ASSISTANCE:** We assist and support the consultant in all submissions to set you up for success. Our knowledge of our customer's can assist you to craft that perfect response.
- **ASSOCIATE CONSULTANT MANAGEMENT:** You will be paired up with a Customer Relationship Manager for regular guidance, questions and to assist with your career progression journey.
- **NETWORKING OPPORTUNITIES:** Inhouse knowledge and experience from Paradigm's consultants to offer support, coaching and advice on engagements and the industry. Paradigm is home to many industry and discipline experts, and we are happy to connect you to allow you to expand your professional network.

UNIQUE BENEFITS

- **PAY FOR PERFORMANCE:** You are paid for every hour you work with no expectation for non-billable work.
- **PROMPT INVOICE PAYMENT:** Paid via EFT within thirty days of invoice regardless of customer payment.
- **BENEFITS PLAN:** Access to a comprehensive Health Benefits Plan that provides coverage to you and your family. Let us connect you to our preferred supplier who can create custom benefits proposal for you.
- **PROFESSIONAL DEVELOPMENT OPPORTUNITIES:** Multiple options to aid you in your journey of continuous learning: invited to Best Practice Meetings to share knowledge with Paradigm colleagues and discounts on training programs to help encourage training and guidance for improving one's skillset.
 - **PARADIGM EDGE:** Paradigm has developed an in-house Learning Experience platform that is available to all Associate consultants to support your professional development goals. Access to this platform is free to our Associate consultants, and provides a social learning space which allows you to explore career pathing, as well as technical and soft skill courses to support your development as a consultant.
- **INSURANCE:** Fully covered by Errors and Omissions and General Liability insurance while on contract with Paradigm.
- **SOCIAL ENGAGEMENT:** Invited to Paradigm social events that occur throughout the year to get to know your team!
- **ONBOARDING PREP:** Assistance and support for all onboarding activities.
- **CONTRACT EXTENSION SUPPORT:** We help develop a plan for your next contract of work.
- **ASSOCIATE REFERRAL PROGRAM:** Participate in our consultant referral program through our Referral Website that provides additional compensation to you. While working for Paradigm, you can earn a referral bonus for every consultant that you refer to Paradigm that wins an engagement.
 - Referral fees vary depending on the duration of the assignment but could be up to \$1,600 for Associates and \$3,000 for employees.

WHO WE ARE

Paradigm Consulting Group has been successfully providing information technology and business consulting services since 1990. Paradigm's consulting practices are located throughout Western Canada: in Regina, Winnipeg, Edmonton, Calgary and Saskatoon.

Our customers span several industries, with particular expertise in: Insurance, Healthcare, Telecommunications, Crown Corporations and Public Sectors.



Regina | Saskatoon | Winnipeg | Calgary | Edmonton

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