



3C Consultants Ltd

Digital and Data Governance Services

January 2026



Digital Transformation Support

Our Digital Transformation Support service is provided by a range of different consultant grades. The day rates for these are as follows:

Level (Definitions below)	Day Rate	Day Rate if more than 20 days
Director	£1,300	£1,200
Principal Consultant	£1,200	£1,100
Senior Consultant	£995	£895
Consultant	£895	£795

Standards for consultancy day rates

- Consultant's working day: 7.5 hours exclusive of travel and lunch
- Working week: Monday to Friday excluding national holidays
- Office hours: 9:00am to 5:30pm Monday to Friday
- Mileage: Charged at the prevailing HMRC mileage rate.
- Other expenses for travel to the Client including but not limited to rail, parking, taxis, hotels, subsistence including lunch are charged at cost.
- Professional indemnity insurance: included in day rate

Level Definitions	Autonomy	Influence	Complexity	Business Skills	Knowledge
Director	Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or group objectives. Analyses, designs, plans, executes and	C-Level experience. Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism. Makes decisions which impact the success of	Implements and executes policies aligned to strategic plans. Performs an extensive range and variety of complex technical and/or professional work activities. Undertakes	• Demonstrates leadership in operational management. • Analyses requirements and advises on scope and options for continual	Is fully familiar with C-level working. Knowledge of recognised industry bodies of knowledge both generic and specific, and knowledge of the business, suppliers,



	evaluates work to time, cost and quality targets. Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.	assigned work, i.e. results, deadlines and budget. Has significant influence over the allocation and management of resources appropriate to given assignments. Leads on user/customer and group collaboration throughout all stages of work. Ensures users' needs are met consistently through each work stage. Builds appropriate and effective business relationships across the organisation and with customers, suppliers and partners. Creates and supports collaborative ways of working across group/area of responsibility. Facilitates collaboration between stakeholders who have diverse objectives.	work which requires the application of fundamental principles in a wide and often unpredictable range of contexts. Engages and coordinates with subject matter experts to resolve complex issues as they relate to customer/organisational requirements. Understands the relationships between own specialism and customer/organisational requirements.	operational improvement. • Assesses and evaluates risk. • Takes all requirements into account when making proposals. • Shares own knowledge and experience and encourages learning and growth. • Advises on available standards, methods, tools, applications and processes relevant to group specialism(s) and can make appropriate choices from alternatives. • Understands and evaluates the organisational impact of new technologies and digital services. • Creatively applies innovative thinking and design practices in identifying solutions that will deliver value for the benefit of the customer/stakeholder. • Clearly demonstrates impactful communication skills	partners, competitors and clients. Develops a wider breadth of knowledge across the industry or business. Applies knowledge to help to define the standards which others will apply.
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				(oral, written and presentation) in both formal and informal settings, articulating Complex ideas to broad audiences. • Learning and professional development - takes initiative to advance own skills and identify and manage development opportunities in area of responsibility. • Security, privacy and ethics - proactively contributes to the implementation of appropriate working practices and culture.	
Principal Consultant	Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or group objectives. Analyses, designs, plans, executes and evaluates work to time, cost and quality targets. Establishes milestones and has a significant role in the	Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism. Makes decisions which impact the success of assigned work, i.e. results, deadlines and budget. Has significant influence over the allocation and management of	Implements and executes policies aligned to strategic plans. Performs an extensive range and variety of complex technical and/or professional work activities. Undertakes work which requires the application of fundamental principles in a wide and often unpredictable range of	• Demonstrates leadership in operational management. • Analyses requirements and advises on scope and options for continual operational improvement. • Assesses and evaluates risk. • Takes all requirements into	Knowledge of recognised industry bodies of knowledge both generic and specific, and knowledge of the business, suppliers, partners, competitors and clients. Develops a wider breadth of knowledge across the industry or business. Applies knowledge to help to define the



	assignment of tasks and/or responsibilities.	resources appropriate to given assignments. Leads on user/customer and group collaboration throughout all stages of work. Ensures users' needs are met consistently through each work stage. Builds appropriate and effective business relationships across the organisation and with customers, suppliers and partners. Creates and supports collaborative ways of working across group/area of responsibility. Facilitates collaboration between stakeholders who have diverse objectives.	contexts. Engages and coordinates with subject matter experts to resolve complex issues as they relate to customer/organisational requirements. Understands the relationships between own specialism and customer/organisational requirements.	account when making proposals. • Shares own knowledge and experience and encourages learning and growth. • Advises on available standards, methods, tools, applications and processes relevant to group specialism(s) and can make appropriate choices from alternatives. • Understands and evaluates the organisational impact of new technologies and digital services. • Creatively applies innovative thinking and design practices in identifying solutions that will deliver value for the benefit of the customer/stakeholder. • Clearly demonstrates impactful communication skills (oral, written and presentation) in both formal and informal settings, articulating Complex ideas to broad audiences.	standards which others will apply.
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				• Learning and professional development - takes initiative to advance own skills and identify and manage development opportunities in area of responsibility. • Security, privacy and ethics - proactively contributes to the implementation of appropriate working practices and culture.	
Senior Consultant	Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Uses substantial discretion in identifying and responding to complex issues and assignments as they relate to the deliverable/scope of work. Escalates when issues fall outside their framework of accountability. Plans, schedules and monitors work to meet	Influences customers, suppliers and partners at account level. Makes decisions which influence the success of projects and team objectives. May have some responsibility for the work of others and for the allocation of resources. Engages with and contributes to the work of crossfunctional teams to ensure that customers and user needs are being met throughout the deliverable/scope of work. Facilitates	Work includes a broad range of technical or professional activities, in a variety of contexts. Investigates, defines and resolves issues. Applies, facilitates and develops creative thinking concepts or finds innovative ways to approach a deliverable	• Communicates well, orally and in writing, and can present information to both technical and non-technical audiences when engaging with colleagues, users/ customers, suppliers and partners. • Selects appropriately from, and assesses the impact of change to applicable standards, methods, tools, applications and processes relevant to own specialism. • Demonstrates an awareness of risk and	Has an understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary. Has gained a knowledge of the domain of the organisation. Is able to apply the knowledge effectively in unfamiliar situations and actively maintains own knowledge and shares with others. Rapidly absorbs and critically assesses new information and applies it effectively



	given objectives and processes to time and quality targets	collaboration between stakeholders who share common objectives. Participates in external activities related to own specialism.		takes an analytical approach to work • Maximises the capabilities of applications for their role and evaluates and supports the use of new technologies and digital tools. • Contributes specialist expertise to requirements definition in support of proposals. • Shares knowledge and experience in own specialism to help others. • Learning and professional development - maintains an awareness of developing practices and their application. Contributes to the development of others. • Security, privacy and ethics - understands the importance and application to own work and the operation of the organisation. Engages or works with	
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				specialists as necessary.	
Consultant	Works under close direction. Uses little discretion in attending to enquiries. Is expected to seek guidance in unexpected situations.	Minimal Influence. May work alone or interact with immediate colleagues.	Performs routine activities in a structured environment. Requires assistance in resolving unexpected problems. Participates in the generation of new ideas	• Has sufficient oral and written communication skills for effective engagement with immediate colleagues. • Uses basic systems and tools, applications and processes. • Demonstrates an organised approach to work. Has digital skills to learn and use applications and tools for their role. • Learning and professional development - contributes to identifying own development opportunities. • Security, privacy and ethics - understands and complies with organisational standards.	Has a basic generic knowledge appropriate to area of work. Applies newly acquired knowledge to develop new skills.