

## **SENIOR CONSULTANT**

### **THE COMPANY**

Our client is a well-respected management consulting practice focused on partnering with clients to help them implement business strategies through organization development and proprietary training and development interventions.

### **LOCATION, REPORTING RELATIONSHIP & COMPENSATION**

This position, while located in Southern Fairfield County, CT, will require travel to clients in New York City and other areas. The Senior Consultant will report to the Partner responsible for the engagement. Salary is commensurate with experience.

### **POSITION DIMENSIONS**

The Senior Consultant will be responsible for developing, implementing, and managing projects as well as building and sustaining the client relationship. Typical engagement efforts may include the following specific areas:

Designing and delivering management development training and facilitating management simulations. Developing competency models. Conducting 360° surveys and providing feedback in coaching and workshop setting. Providing executive coaching and leadership-level team building.

Aligning people capabilities to deliver on strategic goals. Provide consulting leadership regarding client philosophy vis a vis cultural change efforts, new values and strategic initiatives. Provide ongoing technical and consulting support to senior human resource clients and line executives.

Facilitating the redesign of organizational structures and processes. Facilitating strategy formulation and/or implementation with senior level management. Participating in firm-wide initiatives as well as continually supporting internal people development processes.

## **CANDIDATE PROFILE**

A range of consulting experience with principal focus on organizational effectiveness and learning as well as state-of-the-art training and organizational development initiatives. The ideal candidate will have a demonstrated record of accomplishment in management and organizational development initiatives covering varying employee groups, i.e., executive, management, professional.

The ability to provide leadership to line executives and the human resource generalist community. Technical skills and personal confidence in interacting with internal consultants and corporate staff personnel as appropriate. The capability to work independently but with the desire to leverage capabilities of the entire organization.

Experience working on multi-project deliverables simultaneously. Prior demonstrated ability to build and grow relationship with corporate senior management personnel. Personal presence, intelligence, knowledge and skill to work effectively with a wide spectrum of clients at various levels of their organizations.

Superior consulting, facilitation, and presentation skills. Experience in managing complex, long-term, multi-consultant projects. A strategic, business-based perspective of client issues. Ability to flourish in a non-hierarchical environment with a team-oriented, collaborative style.

He/she will be a broad-gauged organization and management development professional who has successfully designed and implemented interventions in large, complex organizations. Person must have high energy, a drive for quality output and be perceived as confident and credible.

Strong leader with prior demonstrated experience and track record of accomplishment. Team orientation - "roll-up-the-sleeves" style. Able to generate sustained enthusiasm. Strong communicator. Strong overall business acumen. Must be viewed as a "knowledge source."

A diplomat, persuasive style, "soft hands" and exceptional behavioral skills. Ability to establish trust and rapport at all levels of the client organization. Apolitical. Self-directed with ability to champion a "get it done" philosophy.

Advanced degree(s) (MA) desirable.