

Title: Senior Assessment & Development Consultant

Description:

Vaya Group's continued double-digit growth means that we're always looking for talented individuals to join our amazing team! ...*show us you're the right person for the job!*

Our Senior Assessment & Development Consultants help organizations and individuals make human capital a clear competitive advantage by providing thought leadership, support and guidance on assessment and talent initiatives.

Vaya Group's clients are some of the best-known brands in the world – and Vaya partners with them to create tailored talent management and leadership development initiatives.

Vaya's casual, informal office environment and innovative spirit blend with the security and stability of a proven and established consulting firm. You'll work within a diverse team of highly talented individuals in a fast-paced and flexible environment where culture, ethics, and people truly matter.

If you are a collaborative, solution-oriented individual who possess excellent communication skills and a passion for leadership assessment & development then we want to talk to you.

Duties Include:

- Consult with clients to recommend solutions across Vaya Group's portfolio of services (e.g. leadership assessment, team interventions, succession planning, high potential development and executive coaching) and deliver business solutions that solve problems and meet key objectives
- Conduct in-depth individual assessments to provide coaching to individual executives, managers and other leaders, groups or teams
- Design and deliver workshop, focus group and/or classroom/group training and facilitation
- Evaluate and demonstrate ROI/business impact of leadership development and talent management programs
- Develop positive business relationships with existing clients that lead to new business opportunities and provide support to account executive teams in sales situations requiring expertise
- Up to 10-15% travel

Required Skills:

- Ability to multi-task in an intense, fast-paced environment
- Excellent customer focus and drive to deliver excellence
- Strong critical thinking and analytical skills
- Ability to work both independently and collaboratively with others
- High “say do” ratio and high level of personal accountability
- Excellent written, verbal, and presentation skills
- Strong solution orientation and inquisitiveness
- Agility and flexibility
- Strong team player
- Strong relationship building and influence skills

Education / Experience:

- Advanced degree in a behavioral or social science discipline (I/O, OD, Clinical Psychology, etc) or MBA with applicable human capital consulting industry experience
- Five years of relevant experience (executive-level assessment, leadership development and coaching, talent management consulting and competency modeling experience)
- Must have demonstrated expertise in conducting individual contributor and leadership assessments, drawing meaningful and practical conclusions from behavioral and personality assessment instruments, and making recommendations for development and selection decisions
- Experience consulting and working with executive-level audiences and gaining support of senior leaders through effective presentations and consulting to recommend courses of action to improve organization performance
- Project management and team leadership experience
- Business development experience a plus