

**Title: Assessment & Development Intern****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 this internship!*

Our Assessment & Development Interns help organizations and individuals make human capital a clear competitive advantage by providing 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 & Learning Objectives Include:**

- Provide support to the consultant team including summarizing, coding and transcribing leadership interviews
- Research companies and management teams
- Participate in team meetings and brainstorming sessions
- Assist with talent data analytics projects summarizing qualitative and quantitative data and creating client presentations
- Learn behavioral interviewing techniques
- Gain industry and organizational knowledge
- Develop an understanding of competency models and leadership behaviors
- Contribute to Vaya Group products and solutions

**Required Skills:**

- Proficient in Microsoft Office applications
- Attention to detail
- Ability to multi-task
- Excellent communication skills

**Education / Experience:**

- Business, Psychology or Organizational Behavior major pursuing a Masters or PhD
- Minimum 3.0 grade point average

*This is a paid internship in our Warrenville, IL office. Applicants should be in the Chicago area.*