

Title: Managing 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 Managing Consultants help organizations and individuals make human capital a clear competitive advantage by providing thought leadership, on enterprise wide accounts and internal growth 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 leader who possess excellent communication skills and a passion for executive assessment & coaching then we want to talk to you.

Duties Include:

- Manage multiple enterprise wide, medium to large-scale accounts
- Nurture existing clients to develop opportunities for additional projects that support client strategies and goals
- Conduct in-depth leadership assessments to provide coaching to 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
- Coach and develop Vaya consultants to ensure development, growth and learning, and prepare others to take on greater responsibilities in the future
- Develop and provide thought leadership on a Vaya growth initiative, and lead an internal project team to apply this expertise in developing and evangelizing our offerings
- Up to 10-15% travel

Required Skills:

- Ability to multi-task in an intense, fast-paced environment
- Consulting skills to interface with VP level or higher executives
- 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
- Seven to ten years of relevant experience (executive-level assessment, leadership development and coaching, talent management consulting and competency modeling experience) with progressively increased responsibilities
- Experience consulting and working with executive-level audiences
- Experience 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 managing multiple enterprise wide accounts
- Business development experience