
JOB TITLE: SENIOR ASSESSMENT & DEVELOPMENT CONSULTANT

Description:

The Vaya Group works closely with mid-to-large size companies to understand their business operations, and provide objective and measurable approaches to assessing and developing talent. 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. The Senior Assessment & Development Consultant provides guidance and direction to Vaya staff to ensure timely and effective execution of deliverables, and works closely with clients to manage expectations and ensure their satisfaction.

Type: Full-Time

Responsibilities:

- Consult with clients to recommend solutions across Vaya Group's portfolio of services (e.g.; Talent Optimization Framework, competency modeling, individual and executive assessment, organizational development, and coaching & developmental pull-through resources) 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

Experience and Education Requirements:

- Advanced degree in a behavioral or social science discipline (I/O, OD, Clinical Psychology, etc) or MBA with applicable human capital consulting industry experience
- Minimum five years of relevant experience (executive-level assessment, leadership development, 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
- Demonstrated success facilitating workshops, focus groups, classroom training, etc.
- Project management and team leadership experience is preferred
- Coaching experience a plus
- Business development experience a plus

Essential Skills and Abilities:

- 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
- Strong team player
- Strong project management skills
- Strong relationship building and influence skills

To apply for this position send your cover letter and resume to jalbertson@vayapath.com