

MDA AFFILIATE SENIOR CONSULTANT

MDA Leadership partners with organizations to strengthen individual, team, and organizational talent through powerful leadership assessment and development solutions. For 40 years, we have helped organizations select the right leaders, grow leadership capabilities, and drive high performance. Our client teams partner with regional, national, and global organizations to deliver solutions that exceed client expectations. We pride ourselves in working with exceptional I/O psychologists with strong business acumen who have the keen ability to understand our clients' business challenges and translate their needs into impactful, integrated talent solutions.

MDA is looking for a versatile Senior Consultant who is interested in a variable work arrangement.

The Senior Consultant would be expected to contribute in the following ways:

- Conduct behavioral interviews and draw accurate insights based on an integration of multiple assessment tools (e.g., personality, motives, cognitive aptitude, business simulation exercises, 360)
- Provide powerful, insightful assessment feedback to clients and participants, both orally and in writing, clearly explaining what the results mean in context of the client organization and situation
- Provide individual development support following assessment feedback (e.g., action plan creation, manager alignment meeting)
- Assist in building strong partnerships with clients and contribute to developing an in-depth understanding of their organizational cultures, values, systems, business strategies, and talent needs and goals
- Work as an effective team member to meet and exceed client needs
- Communicate effectively and openly with internal and external clients and behave in accordance with MDA's values
- Be efficient and effective when working independently, which could include project work depending on consultant background and expertise (e.g., job analysis/role profiling, competency design, research projects)

Key skills and competencies:

- Knowledge of fundamental assessment and I/O psychology concepts (e.g., basic psychometrics, assessment center methodology and design, job analysis)
- Ability to translate psychological and technical concepts into practical, client-centered applications, including selection/promotion decisions, talent review/succession planning, and leadership development
- Strong leadership assessment skills at the manager, function leader, and general manager levels
- Sound analytical and conceptual thinking ability
- Proven communication skills (both oral and written) and the ability to build effective relationships at all levels of an organization
- Intermediate to advanced proficiency in Microsoft Office (Outlook, Word)
- Flexibility and capacity to shift gears in response to changing demands
- High integrity and personal ethics
- Passion for the work and for helping our clients build stronger leaders

Qualifications:

- Master's degree in Psychology, Counseling, HR or other related field with a focus on assessment highly desired
- Prior applied experience in I/O Psychology or assessment preferable
- 5-7 years of experience performing a similar role within a professional services, consulting or corporate business environment required

Please forward cover letter and resume to: careers@mdaleadership.com

MDA is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.