

Leadership 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 hiring exceptional I/O psychologists, leadership development professionals, and executive coaches with strong business acumen who have the keen ability to understand our clients' business challenges and translate their needs into impactful, integrated, and inclusive talent solutions.

The Leadership Consultant is expected to contribute in the following ways:

- Build strong partnerships with multiple clients, which requires an in-depth understanding of their organizational cultures, values, systems, business strategies, and talent needs and goals
- Conduct behavioral interviews and deliver business simulation exercises (e.g., case studies, leadership role plays) and draw accurate insights based on an integration of multiple assessment tools (e.g., personality, motives, cognitive aptitude, business simulation exercises, 360 feedback)
- Provide powerful, insightful assessment feedback to clients and participants, both orally and in writing; clearly explaining what the results mean in the context of the client organization and situation
- Contribute well in a collaborative, team-based environment
- Assist in preparation of proposals, budgets, and client presentations in support of new business development and client expansion.
- Partner with MDA Client Success team to ensure deliverables meet or exceed client expectations
- Do whatever it takes to get the job done, which in our business may mean doing more with less or helping out wherever help is needed
- Communicate and deliver services competently and comfortably across multiple modalities, including virtual

Skills and Competencies

- Knowledge of assessment, particularly in the leadership and industrial/organizational context (employee selection, etc.)
- Ability to translate psychological data and technical concepts into practical, client-centered applications using clear, business-relevant language

- Sound critical thinking/analytical, discernment and conceptual reasoning skills
- Proven communication skills (both oral and written) and the ability to build effective relationships at multiple levels of an organization
- Ability to deliver difficult messages with clarity, candor and respect, and influence without authority
- Culturally curious and willing to engage in crucial conversations regarding diversity, equity and inclusion dynamics
- Client-centered orientation; driven to exceed client expectations
- Results oriented and resilient; ability to maintain high standards for quality even in time-pressured situations
- Strong attention to the details of multiple requests
- Agility in a fast-paced environment; ability to take initiative, shift focus in response to changing demands, and move things forward despite ambiguity
- Strong learning orientation and desire to grow in areas such as business acumen, client management, business development and consultative skillset
- High integrity and unquestionable personal ethics

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 is preferred
- 2-4 years of leadership assessment experience is required
- Curriculum design experience is preferred
- Fluency in Spanish (written and spoken) is desirable
- Previous experience performing similar role within professional services, consulting or corporate business environment or assessment is required

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

MDA Leadership 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.