

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

- Develop and support client relationships by determining business needs and translate into business solutions across MDA Leadership practice areas
- Build strong partnerships and trusted advisor relationships with multiple clients, which requires an in-depth understanding of their organizational cultures, values, systems, business strategies, and talent needs and goals
- Prepare and deliver proposals, budgets, and presentations in support of driving new business development and client expansion
- Conduct behavioral interviews and deliver business simulation exercises (e.g., business case studies, leadership role plays) with manager through executive-level participants 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
- Provide leadership coaching to managers and executives
- Contribute to the development of leadership programs to include curriculum design, facilitation, and coaching for in-house and virtual delivery
- Contribute well in a collaborative, team-based environment
- Partner with the Client Success team to ensure deliverables meet or exceed client expectations
- Thought leadership contributions in at least one practice area (e.g., assessment, leadership development, talent strategy)
- Communicate and deliver services competently and comfortably across multiple modalities, including virtual

Skills and Competencies

- Knowledge of assessment and fundamental I/O psychology concepts (e.g., job analysis, basic psychometrics, basic research design, and assessment center design)
- 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 all levels of an organization
- Ability to deliver difficult messages with clarity, candor and respect, and influence without authority
- Effectively recognize opportunities to positively influence diversity, equity and inclusion dynamics; culturally curious and actively works to understand multi-cultural dynamics
- Demonstrated skills in all aspect of leadership and executive coaching engagements
- Client-centered orientation; driven to exceed client expectations
- Results oriented and resilient; ability to maintain high standards for quality even in time-pressured situations
- Excellent project management skills (budgeting, project planning, resource allocation, meeting client deadlines, foreseeing possible conflicts)
- Agility in a fast-paced environment; ability to take initiative, shift focus in response to changing demands, and move things forward despite ambiguity
- Passion for the work and for helping our clients build stronger leaders
- 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 required
- 5+ years of leadership assessment experience is required
- Coaching experience at multiple leadership levels is preferred
- 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.