

Title: Senior Assessment & Development Consultant

Description:

Vaya Group's continued double-digit growth means that we're looking for talented individuals to join our amazing team...*show us you're the right person for the job!*

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.

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 individual who possess excellent communication skills and a passion for leadership assessment & development then we want to talk to you.

Duties include:

- Consult with clients to recommend solutions across Vaya Group's portfolio of services (e.g. leadership assessment, team interventions, high potential development and capability framework development) and deliver business solutions that solve problems and meet key objectives
- Conduct in-depth individual assessments to provide coaching to managers and other leaders, groups or teams
- 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.

Required skills:

- 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
- 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
- Five years of relevant experience (leadership assessment, leadership development and coaching)
- Must have demonstrated expertise in conducting interview based individual contributor and leadership assessments, drawing meaningful and practical conclusions from behavioral and personality assessment instruments, and making recommendations for development and selection decisions
- Leading teams in executing high impact client work, including creating plans, engaging team members and overseeing quality of work deliverables
- Experience consulting and working with and 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
- Business development experience a plus

To apply please send your resume, cover letter and portfolio of previous work to recruiter@vayapath.com

About Vaya Group

We partner with organizations of all sizes to connect people strategy with business strategy and accelerate the success of both. We guide our clients to a clear definition of "great" and then map the right path to achieving it through innovative thinking, consulting, talent assessment, development and impact measurement. We help our clients and their people turn potential into performance.

We are a supportive, high-performing culture that lives by the *FLAMES*, our six core values:

- Forging Client Partnerships
- Learning Everyday
- Achieving Results that Matter
- Modeling Integrity and Respect
- Embracing the Power of Teams
- Serving our Community