

Senior Consultant Job Profile

About Praxis Consulting Group

We are an organization development consulting firm providing services to employee-owned companies, nonprofits, healthcare, and other mission and values-driven organizations. We focus on developing leaders, strengthening worker participation and engagement, and fostering collaborative decision-making. We are committed to diversity, equity, and inclusion as an essential foundation of a healthy workplace and are integrating DEI practices into our consulting work and in our own firm. We all have a passion for supporting organizations focused on changing our world for good.

We currently have thirteen employees and frequently collaborate with other external consulting partners. We are employee-owned, a Pennsylvania Benefit Corporation, and a Founding BCorp. We regularly receive the BCorp Best for Workers Award, including in 2022. Please visit our website to learn more.

Our Mission Statement

We believe mission-driven organizations with broad engagement and ownership contribute to a more just, equitable, and sustainable society. We strengthen productive workplaces where people are empowered and share in the value they help create. We develop leaders, build effective teams, and guide organizations to create lasting impact and enduring value.

Primary Responsibilities

We are seeking an experienced organization development consultant to join our team, with a focus on our leadership development and succession system services. This individual will have extensive consulting experience and demonstrate the ability to market, scope, and deliver high-quality consulting services in collaboration with senior client leaders, including C-Suite executives and Boards of Directors. Senior consultants at Praxis are engaged in business development, client service delivery, and firm management.

Marketing and Business Development

- Build visibility for our firm and strengthen our reputation (e.g., making conference presentations, writing articles, developing a social media presence, networking)

- Build and maintain relationships with senior leaders to anticipate and identify where we can address their needs
- Act as a trusted advisor to clients, potential clients, and referral sources
- Secure consulting opportunities through scoping projects that meet the needs of new and existing clients
- Market our consulting services in ways that consistently lead to high-impact client engagements

Consulting and Project Management

- Lead and manage projects in several of our service areas, including succession system development, leadership development, and executive team development
- Set project direction and strategy based on client vision and desired outcomes
- Lead and oversee the creation of high-quality deliverables in a timely manner
- Design and facilitate high-impact virtual, hybrid, and in-person meetings, and training sessions
- Navigate and attend to diversity, equity, and inclusion dynamics in client systems

Firm Management

- Generate work for other Praxis colleagues to support them in meeting their revenue targets
- Contribute to mentoring and developing the skills of other consultants, through feedback and coaching, collaboration on projects, and providing clear expectations for quality and performance
- Share expertise and knowledge within Praxis
- Lead internal Praxis firm initiatives
- Support an environment that invites authenticity, celebrates unique perspectives, and fosters belonging
- Foster relationships with potential candidates and confidently discuss professional opportunities within Praxis

Desired Skills and Experience

- Exceptional group facilitation and training skills, virtual and in-person
- Excellent oral and written communication skills, including strong presentation skills in front of senior-level executives

- Experience in learning and development, including practical knowledge of effective methods of in-person and virtual training and design
- Effective navigation of complex client challenges
- Strong project management and leadership capabilities
- Knowledge of or ability to quickly master leadership assessment tools
- Proven experience in growing consulting work through understanding, anticipating, and addressing client needs
- Adept at developing long-term client and advisor relationships that result in referrals and high-impact engagements
- Ability to prioritize and manage conflicting demands
- Proficiency in the use of Office 365, Teams, G Suite, Zoom, and Mural, or the willingness to become proficient in the first year
- Experience or substantive interest in working with employee-owned companies

Education and Background

- 15+ years of experience in organization development consulting or comparable developmental experience
- Bachelor's degree
- Master's degree in Organization Development, Social Psychology, Adult Learning, or Business and/or compelling professional experience is preferred

About Working at Praxis

Travel

Travel is expected for this position. Travel amount can vary depending on the time of year, services provided, client mix, and public health considerations. Consultants typically travel 1-2 nights, several times per month. A portion of our work has remained virtual post-pandemic.

Compensation

The compensation for this position will consist of a fixed salary with opportunities to earn more in variable pay for profitable years. The estimated midpoint of the salary range for this position is \$150,000, but could vary significantly depending on the person's skills, experience, and existing consulting business.

We offer an exceptional benefits package, which includes 100% paid employee and family healthcare, parental leave, generous PTO, and an annual 15% employer-funded retirement contribution.

Location

Most consultants live in the Philadelphia or New England area. Candidates who prefer to work based in other geographies will need to demonstrate the ability to work remotely effectively.

Diversity, Equity, and Inclusion

Praxis is committed to diversity, equity, and inclusion in our staff and in our work with our clients. BIPOC and/or LGBTQIA+ individuals are strongly encouraged to apply.

Next Steps

Please send your cover letter, resume, and references to careers@praxiscg.com. We will accept applications on a rolling basis. Applications for priority consideration are due May 15th.