

## Senior Consultant for Talent Assessment

[www.mdaleadership.com](http://www.mdaleadership.com)



For over 30 years, MDA Leadership Consulting has helped organizations select the right leaders, grow leadership capabilities, and improve organizational performance. From our headquarters in Minneapolis, Minnesota, our client teams partner with regional, national, and global organizations. We pride ourselves in hiring subject matter experts with strong business acumen who have the ability to learn about our clients' business challenges. MDA consultants possess a wide variety of backgrounds, advanced degrees, and real-world experiences—but most of all they share a passion for great leadership.

MDA's Talent Assessment practice area provides assessment services to organization for purposes of employment selection, high-potential talent identification, and leadership development. The Talent Assessment Consultant will be part of a vibrant, high-visibility practice and will serve in a team-based role providing technical and practical psychology skills internally and with external clients.

### **The Senior Consultant is 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)
- Build strong partnerships with clients and develop an in-depth understanding of their organizational cultures, values, systems, business strategies, and talent needs and goals
- 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
- Administer and evaluate business simulation exercises (e.g., in-box, case analysis, role-play)
- Deliver high-quality project work (e.g., job analysis/role profiling, competency design, research projects) independently and as part of a team
- Work effectively as a 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
- Do whatever it takes to get the job done, which in a small business means doing more with less and helping out wherever help is needed

### **Key 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)
- 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
- Excellent project management skills (budgeting, project planning, resource allocation, meeting client deadlines, foreseeing possible conflicts in deadlines or time, etc.)
- Intermediate to advanced proficiency in Microsoft Office (Outlook, Word, Excel and PowerPoint)
- Flexibility and capacity to shift gears in response to changing demands
- High integrity and personal ethics
- Ability to translate psychological and technical concepts into practical, client-centered applications
- Passion for the work and for helping our clients build stronger leaders

**Measures of performance:**

- Monthly and annual productivity goals (as set in conjunction with MDA management)
- Personal/professional development goals
- Contribution to excellence in MDA's internal systems or service offerings

**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
- Previous 5-7 years of experience performing similar role within professional services, consulting or corporate business environment required

Please forward cover letter and resume to [careers@mdaleadership.com](mailto:careers@mdaleadership.com)

*MDA Leadership Consulting values the contribution of each individual staff member, provides a competitive total compensation package, and is an Equal Opportunity Employer (EOE).*