

Senior Consultant – Mumbai, India

Our Senior Consultants are trusted advisors who help organizations develop and improve their leadership capability, and make more effective, strategic decisions about their talent. PDI Ninth House partners with large global organizations to solve a wide range of leadership challenges. Supported by the most rigorous research and extensive normative data, our solutions have proven to be among the most effective in the industry.

Our Professional Services Group is looking to add senior consultant talent to deliver services in our India Region. This position is physically located in our Mumbai office. Successful candidates will have demonstrated experience with selection and development assessments, as well as feedback and coaching experience. Must have strong business acumen, a passion for providing a variety of consulting services for clients, and a general understanding of being able to work within a sales process.

JOB RESPONSIBILITIES

Depending on business needs, this position will provide consulting services with executives and mid-level leaders in several of the following areas:

- Deliver leadership development offerings to executives and business unit leaders to include: assessments, 360 feedback, coaching, team building, off-site facilitation.
- Build integrated talent management systems applying skills in psychology to help clients develop the leadership talent they need to achieve their business objectives.
- As needed, this role will partner with Sales staff during client meetings, in some instances the Senior Consultant role has potential to be engagement manager for a client. Will serve as “go to” person for assigned client engagements.

This position will also be expected to:

- Have expertise in translating consulting abilities to systemic business results.
- Be a trusted advisor to mid-level and executive leaders of client organizations.
- Support Global projects of other PDI Offices, wherever the work is. Therefore, some travel is expected (up to 50% at times).

EXPERIENCE AND EDUCATION REQUIREMENTS

- 5-8+ years of industry experience in a professional services firm focusing on talent management and/or leadership development plus 5+ years of experience in an applied business setting .
- Advanced degree (Ph.D. strongly preferred) in counseling, clinical or I/O psychology or related disciplines. An MBA with significant relevant experience will be considered.

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- Experience conducting assessments, executive coaching, providing 360-degree feedback, developing competency models, and consulting on succession planning and talent management.
- Experience interacting credibly with business leaders and managing client engagements.
- Considerable energy and passion for the consulting profession

COMPETENCIES

- Creativity and motivation to partner with clients to solve problems
- Excellent customer service orientation
- High degree of business acumen
- Outstanding influence skills at executive levels
- Initiative and results orientation
- Ability to work effectively with people from multiple locations and cultures
- Demonstrated interest in continuous learning and professional growth
- Flexibility
- Excellent written and verbal communication skills

PDI Ninth House is the premier global leadership solutions company with distinctive expertise in accelerating leadership effectiveness to maximize organizational performance. We have more than 40 years of experience in helping clients identify, manage, develop, and promote superior leaders across all levels of the organization. PDI Ninth House uses a unique combination of innovative, field-tested strategies; state-of-the-art technology; and proven processes to tailor specific solutions for our clients. PDI Ninth House partners with the world's leading organizations, enabling them to address critical leadership challenges with innovative solutions. Our aim is simple—the well-placed confidence that clients' current and future leaders are distinctively stronger than their competition, resulting in sustained, superior performance.

PDI Ninth House provides employees with the opportunity to build their career in a stimulating, multicultural environment as well as offering competitive compensation and benefits. PDI Ninth House is an equal opportunity employer (EOE).

Job reference: REQ # RB0002

Please send resumes to rbowen@pdininthhouse.com