

Position Description

Troy-based Consultant

The Kaleel Jamison Consulting Group

Overview

The Kaleel Jamison Consulting Group, Inc. (KJCG) specializes in working closely with organizations to create the mindsets, behaviors, and expectations that drive operational performance. The firm, located in Troy, New York, was established in 1970 by the late Kaleel C. Jamison, a pioneer in the field of applied behavioral sciences. She was the first practitioner to develop a strategic change methodology that used diversity as a springboard for total organization improvement. KJCG has developed this practice of building inclusion and leveraging diversity to improve organizational effectiveness and bottom-line performance. With a broad-based community of consulting practitioners, project managers, and administrative partners throughout the United States and overseas, KJCG is a major catalyst for change and a powerful partner for organizations.

As a leading innovator in the field of organizational change, KJCG continues to develop new technologies for achieving higher performance and implementing successful, sustainable strategic culture change initiatives. Focusing on developing practical solutions and achieving tangible results, KJCG assists clients in planning and implementing strategic culture change, developing leaders, coaching executives, and developing the new competencies needed for business success in the 21st century. Their approach is not simply programmatic, but rather an organic and customized strategic intervention intended to enhance overall business performance.

KJCG provides consulting services to Fortune 500 companies, entrepreneurial start-ups, non-profit organizations, municipalities, and government agencies, assisting them in creating high performing organizations that are worthy of the commitment, energy, and talent of their people. They do this by building inclusion and leveraging diversity in organizational cultures, by linking culture change to business strategies for bottom-line results, and by enabling organizations to tap the knowledge, experience, and skills of all their people in order to achieve sustainable success. In addition to consulting, KJCG engages in several other enterprises, including print and media publishing, promotional product sales, public workshops, and a charitable foundation aimed at supporting efforts to eliminate racism, sexism and heterosexism in communities.

A more complete description of the history, mission, core beliefs, methodology and practice of KJCG may be found on their website: www.kjcg.com.

The Boulware Group

Specific Role

The KJCG Consultant primarily develops and implements strategies that will help eliminate barriers to all individuals within an organization from doing their best work. The ideal candidate is a highly skilled organizational development professional with a proven track record of involvement in successful change interventions with a focus on the value and inclusion of all people.

With a team of KJCG consultants, the Consultant is responsible for designing and implementing a consulting strategy for effective culture change in the organization through education events, coaching, and enhancing policies and practices. The strategy will be based on data collected through quantitative and qualitative instruments and experience with clients. The Consultant will also direct the production of custom education and coaching materials tailored to the client strategy and its desired outcomes. The Consultant will work closely with KJCG's management team, other consultants, and administrative and project teams to develop appropriate methods and messages.

The Consultant will have a reporting relationship with Corey Jamison, the President of KJCG. The new Consultant will also be expected to initiate and manage relationships with KJCG's leadership team, other consultants, administrative and project partners, and other partners that constitute the KJCG "Business-Village." The Consultant will be open to exploring their own group identity and internalized "isms" and be willing to learn KJCG's methodology regarding strategic culture change. The Consultant must be a quick study, able to partner effectively, and be flexible and nimble in their approach to client situations and challenges. The Consultant must have strong writing and project management skills with the ability to track many details and perform with flexibility, speed, and follow-through. Consultants for this position will begin their work in Troy and should expect to travel frequently for client engagements. Travel between 10 to 15 days per month is expected.

Major Objectives

KJCG expects the new Consultant to accomplish the following major objectives over the first 12-18 months:

- Participate as a staff member in education events using KJCG strategic culture change methodology;
- Facilitate education events specifically directed at enhancing organizational skills and competencies that build inclusion and leverage diversity;
- Develop and implement multi-level inclusion and leveraging diversity strategy and action plans;
- Learn the KJCG technology, methodology, and practice paradigm;
- Manage and coordinate projects between clients and KJCG's consulting partners.

Professional Qualifications

The following qualifications are required in the new Consultant:

- Strong verbal and written skills with equally strong presentation/standup skills that are remarkable for their clarity and dynamic quality;
- Demonstrated experience managing complex projects, including developing and coordinating education events;
- A passionate commitment to innovating best practices and contributing to the success of KJCG.

The following qualifications are preferred in the new Consultant:

- Three to five years of substantive experience working in a corporate or social justice environment;
- A master's degree or equivalent in a related discipline or completion of a relevant certification (such as NTL);
- An ability to diagnosis problems in organizations, think strategically, and integrate leveraging diversity into an overall inclusion strategy;
- A high degree of comfort and proven ability to interact with diverse audiences and to convince others to explore beyond traditional approaches to decision making, communications, marketing, recruitment, and leadership;
- Knowledge of emerging technologies and community-driven social networking platforms and ability to integrate new technologies into culture change strategies.

Personal Characteristics

The following characteristics are preferred in the new consultant:

- A philosophical orientation towards inclusion and valuing differences as an ideology and business strategy;
- An ability to travel extensively and to work effectively under extremely short, tight, and dynamic deadlines;
- Self-confidence, intelligence, and tact to facilitate effective interaction that is respectful of the unique experiences and concerns of each individual;
- Exceptional listening skills, sound judgment and leadership ability that inspires people to achieve;
- An entrepreneurial spirit that shows imagination, initiative, and appetite for challenging and risky projects;
- Creative thinking and exceptional follow-through;
- Demonstrated ability to work well with a diverse network;
- Strong computer and internet skills with an ability to adapt to new technology;
- A sense of humor.

Compensation

The Kaleel Jamison Consulting Group, Inc. offers a salary and benefits package for this position that is commensurate with experience and competitive with comparable positions.

Application

Please forward resumes and appropriate material immediately to:

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