



JOB TITLE: CONSULTANT

Hogan Overview

Hogan Assessment Systems, an international authority in personality assessment and consulting, helps businesses reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential.

The Hogan portfolio of employee selection, development, and leadership tools are available in 46 languages across 57 countries. Since 1987, Hogan has worked with over 1,500 companies worldwide, and nearly half of the Fortune 100 companies.

Summary/Objective

As part of the Corporate Solutions Team, Hogan consultants are directly responsible for representing the exceptional level of client interaction which has become synonymous with the Hogan name. The Corporate Solutions Team works with a diverse set of clients on a variety of projects, including needs analysis and solution design for assessment implementation and validation services in the areas of leadership development, team alignment, and candidate selection. Hogan consultants design and implement validated selection processes for all levels of employees across organizations. They also drive strategic self-awareness among mid to senior level leaders through leadership development assessments and talent development programs. Consultants play a key role in delivering projects and driving continuous value in client relationships by identifying new opportunities to implement assessments to enhance clients' talent management program effectiveness and achieve Hogan revenue growth.

Essential Functions

Develop relationships with clients and serve as a partner to Corporate Solutions Team members to deliver client projects

Work in collaboration with cross functional business units and the Global Sales Team to design, deliver, and implement high quality client experiences

Develop a complete understanding of all Hogan solutions and the underlying scientific foundations from which the tools are derived in order to effectively communicate applicable solutions to clients

Identify and capitalize on opportunities for Hogan sales growth by establishing new projects with existing clients

Serve as a subject matter expert to clients and internal team members in the areas of personality assessment, validation, leadership development, and legal defensibility

Facilitate and deliver Hogan user certification workshops, team development workshops, and other onsite talent management programs on behalf of clients

Provide thought leadership on various talent management topics via white papers, social media (e.g., blogs, online forum discussions, etc.) and presentations at professional conferences

Please note this description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

Work Environment/Physical Demands



The physical demands described here are representative of those that must be met by an employee to successfully meet the essential functions of the job. While performing these duties, the employee is regularly required to talk or hear, frequently required to stand, walk, use hands or finger, handle or feel; reach with hands and arms; lift up to 20 pounds. This position routinely uses standard office equipment. This position travels frequently.

This job description is not designed to cover or contain a listing of all activities, duties, or responsibilities. Other duties, responsibilities, and activities may change or be assigned at any time with or without notice.

Position Type and Expected Hours of Work

This is a full-time position; typical hours and days are Monday through Friday, 8:00 a.m. to 5:00 p.m. Some flexibility in hours is allowed with approval. Employee must work 30 or more hours per week to maintain full-time status.

Travel

Up to 50%

Required Education and Experience

A minimum of 3 years of full-time experience within management consulting (external or internal) and/or in corporate talent management/OD roles or executive education

Advanced degree in Industrial/Organizational Psychology, Organizational Development, or related field

Experience with personality assessments in pre-hire and/or talent development contexts strongly preferred

2+ years of experience in training delivery strongly preferred

Experience working closely with sales management or in a consulting practice is preferred

Willingness to learn, understand, and communicate the complete suite of Hogan assessment solutions while adhering to the Hogan standard

Ability to diagnose a client's situation and identify the best way to deliver solutions to effectively meet the needs of new and existing Hogan customers

Excellent phone and in-person presence and spoken/written communication skills with experience in business-to-business consultative selling techniques and direct prospecting

Ability to deliver high-quality service in times of heavy workloads and ambiguous situations

Ability to build and maintain effective relationships with internal teammates, external resources, and Hogan clients

Experience and skills in facilitating training and/or providing formal presentations

Client-centered urgency and responsiveness

Work Authorization

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document upon hire.

Hogan is an EEO/AA/M/F/Vet/Disability Employer