

Analyst, Management Consulting New York, NY

Your Role – In Brief

We're looking for a team member who can help the Talent Strategy Group (TSG) sustain rapid growth. We are looking for a unique person – someone who is passionate about the entrepreneurial work of intentionally building a firm and is interested in building expertise in the management consulting space. You will work directly with Marc Effron (Founder of TSG) and Zac Upchurch (COO of TSG) to support our management consulting practice. An individual that desires significant learning and development is required. Key responsibilities include:

- **Management Consulting:** As an Analyst, you will contribute to the success of TSG's client engagements. Working in a small team with 2-3 engagements at a time, you will work with some of the leading organizations in the world to solve their most challenging talent problems. This will include data accumulation and analysis, creating client deliverables, and serving clients on our market offerings.
- **Business Development:** We are a commercially driven firm and believe every member of our team should be responsible for driving forward our commercial agenda. You will be an integral part of our business development machine – participating in business development calls and contributing to crafting client proposals.
- **Operations:** We are intentionally growing TSG to be the world's most influential talent advisory firm. To achieve this vision, we believe every member of our team should have a responsibility to help intentionally build what TSG will become. This means that every Analyst will also have an internal role and responsibility in running the firm's operations.

About the Talent Strategy Group

The Talent Strategy Group helps the world's most successful companies optimize how they build and manage talent. Founded in 2010, we are a lean, growing management consulting firm with a strong reputation in the field. We work with the world's premier companies and NGOs across all sectors.

We serve our clients in four distinct ways:

1. **Talent Management Advising/Consulting:** Creating the strategies and practices that help companies maximize their performance through talent.
2. **Talent Management Education:** We develop the capabilities of business and HR leaders through our Talent Management Institute at the University of North Carolina, and through private courses in-house or virtually with our clients.
3. **360-Feedback Tools:** We offer the suite of 360-feedback tools, called the OPTM360 to develop and provide feedback to our client's employees.
4. **Talent Quarterly:** We produce a digital magazine featuring articles by global management thought leaders.

Our Culture

We are a high performing meritocracy. We hire the best talent and provide them with the opportunities to thrive. We believe that we are the best in the world at what we do, and that this distinction must be re-earned every day. We are entrepreneurial, competitive, transparent, and love business.

We are focused on building a firm that provides an exceptional environment to do great work and develop quickly. In short, to succeed here you'll work very hard and deliver world-class results in exchange for great learning and the opportunity to help grow the world's premier Talent Management consulting firm.

A Great Fit Will Have the Following Key Attributes

- **Commit and Deliver** – You take on commitments, tackle the obstacles, and do what it takes to deliver impact. You focus on driving great results. If you have an issue or need help, you notify early.
- **Keep it Simple** – You keep things simple and translate complex concepts into simple outcomes.
- **Intentional** – You effectively capture feedback, acknowledge success or failure, and identify patterns that will lead to improvement. You identify root causes and attack the core problem as opposed to the symptoms. You effectively create plans of attack and execute against the plans.
- **Selflessness** – You seek what is best for TSG and are ego-less in your search for the best ideas. You recognize that by playing a pivotal role in growing TSG and putting the firm first, you and others will achieve accelerated personal growth.
- **Curiosity** – You learn rapidly and eagerly. You're a person who completes the work within their area of responsibility and asks for more to accelerate your learning. You think beyond your role and how you can improve or drive impact across the firm.

Fatal Flaws

You will not succeed in this role if you demonstrate the following behaviors/mindsets, among others:

- **Lone Wolf** - We're a high performing team that expects all on the team to act like a founder – grab loose balls, jump in from the sidelines and offer help, and take pride in the accomplishments of the firm, the team, and yourself.
- **Dislike Ambiguity** – You like comfort rather than challenge. You desire your days and work to be highly structured and defined.
- **Risk Averse** – You prefer to take the road most traveled. You hesitate to make decisions because you fear being wrong.

Experience/Background

This role is best suited for someone early in their career with high potential and strong commitment to learning and growth.

Reporting Relationship

This position reports to Zac Upchurch, Chief Operating Officer of the Talent Strategy Group.

Location

New York City. You may travel and the amount will vary in intensity depending on the clients and engagements. Some travel may be international.

INTERESTED?

To express interest in this role, please forward a resume to zac@talentstrategygroup.com.