

Principal Consultant
New York, NY, Remote (U.S.-based)

THE OPPORTUNITY

You will help the world's premier most successful companies thrive and play a key role in making the Talent Strategy Group (TSG) the world's most influential talent advisory firm. We're a smaller, very successful, highly respected consulting firm and our clients are among the biggest brands across all industries.

YOUR ROLE

We're looking for a team member who can help TSG sustain our growth. We are looking for a unique person – someone who is passionate about leading engagements in HR and Talent Management consulting and is excited about the entrepreneurial work of intentionally building a firm. Key responsibilities include:

- **Management Consulting:** As a Principal Consultant, you will lead the success of TSG's client engagements. Working in a small team (2-3 people), across multiple engagements at a time, you will advise the world's leading organizations to solve their most challenging talent and HR problems. This will include the day-to-day analysis, design, delivery, and implementation of our market offerings. It will also include guiding and developing TSG team members within our client engagements.
- **Business Development:** As a Principal Consultant, you will be an integral part of our business development machine, expected to deliver and expand on client relationships and engagements. Over time, it's expected the Principal Consultant creates a flow of *new* relationships and engagements.
- **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 Principal Consultant will also have an internal role and responsibility in firm 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 serve our clients in three distinct ways:

1. **HR & Talent Management Advising:** Creating the strategies and practices that help companies maximize their performance through talent.

2. **Talent Management Education:** Developing 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.
3. **360-Feedback Tools:** Offering a suite of 360-feedback tools, called the OPTM360, to develop and provide feedback to our client's employees.

OUR CULTURE

We are a high performing meritocracy.

- We believe we are the best in the world at what we do, and that this distinction must be re-earned every day.
- We hire the best talent and provide them with the opportunities to thrive. We hold our team members to the 90th percentile and above performance standards for their work.

We are entrepreneurial, competitive, and transparent.

- We believe profit will fuel our firm growth and the growth of our team members. We value most those who contribute to this outcome.
- Our successful team members have the courage to act independently and the resilience to thrive on the learning from failures. They do not make the same mistake twice.

KEY ATTRIBUTES

A great fit for the Principal Consultant role will have the following key attributes:

- **Business-first** – You view HR and Talent Management as a key driver to business success. You love business and are excited about solving business problems through talent.
- **Entrepreneurial-minded** – You combat ambiguity with intentionality. You take ownership and the accountability that comes with it. You are selfless in seeking what is best for TSG and place the firm first.
- **Execution-oriented** – 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.
- **Deep in HR and/or Talent Management** – You have depth in HR and/or Talent Management, particularly in the core processes of Performance Management, Talent Reviews/Succession Planning, and HR/Talent Strategy.

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 every team member to act like a founder. You won't succeed at TSG fit if you prefer to act without consideration of others or can't partner effectively to create exceptional client work.

- **Risk Averse** – You prefer to take the road most traveled. You hesitate to make decisions or take calculated risks because you fear failure or being wrong.
- **Lack Customer Focus** – Our growth is fueled through exceptional value creation for our clients. This means delivering flawlessly for our customers to maintain and expand TSG’s growth.

LOCATION/TRAVEL

Ideally located in New York City but your ultimate location is flexible. In order to learn the business, approach, tools, and culture of the Firm, we expect additional travel to our NYC office early in your tenure. You may travel for client engagements and the amount will vary in intensity depending on the client and engagement (up to 80 days/year). Some travel may be international.

REPORTING RELATIONSHIP

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

INTERESTED?

If you are convinced you will be a high performer in the Principal Consultant role, send your resume to zac@talentstrategygroup.com. Only resumes submitted to this email inbox will be received and accepted.