

BPI group Organization & Talent Practice – Consultant Position (Chicago, IL)

Company Overview

We are the global management and HR consultants that leading organizations rely on for custom solutions that accelerate performance by balancing the goals of the enterprise with the needs of the individual. BPI group provides a range of services to clients, including organization effectiveness and talent management consulting, leadership & team development, executive coaching & advisory services, outplacement, corporate restructuring and talent acquisition.

Overview of Consulting Opportunity

BPI group is seeking Consultant-level candidates to join our growing Organization & Talent Solutions consulting practice in the Chicago office. Our Consultants partner with clients to develop customized, pragmatic solutions that have real business impact, including:

- Strategy alignment
- Organization design
- Role design and clarification
- Performance management
- Workforce planning
- Succession planning
- Talent assessment and selection
- Culture change and integration
- Change management
- HR effectiveness and HR strategy development

Our Consultants work with a diverse set of clients on a variety of projects, often serving on multiple Organization & Talent engagements concurrently. Our environment is fast-paced, deadline-oriented and results-focused, so Consultants must possess strong organizational, time management and project management skills, with a high commitment to quality. Adaptability, creative thinking, analysis and problem solving are also critical. If you thrive on continuous learning, taking on new challenges and working collaboratively with smart and passionate colleagues, we look forward to connecting with you.

Primary Job Responsibilities

Project Delivery

- Help develop innovative, customized project approaches
- Conduct in-depth quantitative and qualitative analysis
- Create deliverables in client-ready format & style with high attention to detail
- Communicate findings and recommendations to clients
- Play a key role in client meetings and facilitated sessions

Project Management

- Define key project steps required to achieve an end goal
- Manage key deliverables and project work streams
- Serve as day-to-day client contact for certain projects
- Assist with project management to ensure projects are delivered effectively and efficiently
- Manage own time and meets deadlines; escalates issues as appropriate
- Build relationships with client counterparts, ensuring satisfaction

Business Development

- Assist with sales process, developing materials and conducting research
- Support sales team by joining Business Development meetings or calls
- Assist writing proposals and sales presentations

Qualifications

- 2-5+ years of previous consulting experience in a professional services firm required
- Bachelors degree required; Masters in HR or OD a plus, but not required
- Proficient in Microsoft Word, Excel, and PowerPoint
- Excellent verbal and written communication skills
- Strong organizational and time management skills
- High attention to detail, quality standards
- Learning agility, adaptability, creative thinking, analytical skills and problem solving
- Understanding of human capital issues and HR operations a plus, but not required
- Willingness to adapt to changing work and some travel

BPI group is an Equal Opportunity Employer.

Please send resumes to: careers@bpigroupus.com

Additional information about BPI group can be found on our website, <http://www.bpigroupus.com>. To view other consultant job postings from BPI group, please view the Careers section under 'About Us'.