



Organization Design and Change Consultant – Associate Level Position

ABOUT ON THE MARK, Inc. and OTM-UK, Ltd

OTM is one of the world's leading organization design and business transformation consultancies based in Phoenix, AZ and London, UK. In business for over 20 years, OTM has completed over 200 business redesigns and developed over 3000 internal change agents using OTM's unique org design and change methodologies and tools. OTM customers are some of the best known companies in the world in the following industries: airline, fast-moving consumer goods, logistics and distribution, defense, financial, printing, information, medical implants and healthcare to highlight a few. Customers include local and regional firms, government organizations along with large national and multi-national firms. To many of our customers, OTM is their "preferred vendor" for organization design and complex change work. Over 98% of OTM's new business comes from repeat and/or referral.

THE IDEAL CANDIDATE BRINGS...

We are looking for a motivated, enthusiastic and committed professional who desires to be an integral part of a highly impactful, international consulting team in a boutique consultancy environment. Your educational background, expertise and passion lies in business strategy, organization design, business transformation, Socio/Technical Systems, System's Theory, facilitation, participative and collaborative methodologies. The ideal candidate brings:

- Two to four years of experience in Organization Design, Change and Facilitation
- A minimum of a Master's in OD, Organization Design or Behavior, Business, Industrial Engineering, Behavioral Sciences or related field.
- A strong work ethic and flexible working schedule.
- Experience in planning, managing and implementing projects.
- A demonstrable track record of continuous learning, taking initiative and achievement.
- A positive spirit and courage; willingness to learn quickly and develop.
- A desire to make a long-term commitment.
- Strong interpersonal skills and emotional intelligence.
- Strong analysis, synthesis and writing skills.
- Excellent computer skills.

IN RETURN FOR YOUR INVESTMENT, OTM OFFERS YOU...

- An opportunity to be developed and supported to become an integral part of the OTM consulting team.
- You will learn successful business development, contracting, designing, implementing and managing complex design and change projects from start to finish.
- A chance to work with some of the best change and organization design consultants practicing today.
- Opportunity for domestic and international travel.
- Exposure and access to C-level decision makers, front-line staff and their companies.
- Opportunity to develop into an OTM Principal and join OTM as an equity partner based on performance and contribution.
- Compensation and bonus scheme commensurate with skills and experience; Participation in retirement scheme.
- Benefits include healthcare, four weeks vacation, flexible working schedule...

INITIAL CORE ROLE RESPONSIBILITIES...

1. Manage local, national and international consulting projects and engagements including all project reporting.
2. Support Senior, Principal consultants in client engagements from business development through implementation. This includes behind-the-scenes project management and client-facing work.
3. Conduct business development and networking; Build and maintain successful client relationships.
4. Assist with design and implementation of projects.
5. Conduct research and data analysis.
6. Write reports, project case studies and summaries, best practice summaries, etc.
7. Contribute to the day-to-day and long-term success, competitiveness and vitality of OTM.

DEMONSTRABLE POSITION REQUIREMENTS...

- Deep interest and passion in organization design and business transformation.
- Two to four years experience in organization design and business transformation.
- Experience in planning, managing and implementing projects.
- Able to think big picture and attend to details
- Strong analysis, synthesis and writing skills
- Master’s degree in OD, OE, Industrial Engineering, Business, Behavioral Science or related area
- Willingness and ability to travel for weeks at a time
- Strong interpersonal skills, self-esteem and emotional intelligence
- Solid judgment and awareness of impact of self on others
- Moderate process and observational skills
- Able to build and maintain positive working relationships with customers and co-workers
- Track record of learning and achievement
- A strong bias towards quality and strong work ethic
- Willingness to make a long-term commitment
- Patience
- Excellent computer and technical skills including MS Office Suite, Visio, Excel, Outlook, Project management

Having these skills and experiences are a huge plus...

- Experience working internationally
- Experience working in multi-cultural settings with multi-cultural teams
- Working knowledge of Lean, Systems Thinking
- Bi- or multi-lingual

TO APPLY:

Send 1) Cover letter describing in brief narrative format why you are the ideal candidate, 2) your resume and 3) salary history to careeropportunities@on-the-mark.com. Please, no calls.