

Organizational Resilience Advisor

Washington, DC (HYBRID)

Strategic Consulting Partners (SCP) is currently accepting expressions of interest from individuals who are available full-time to serve as Organizational Resilience Advisors. Experience in designing, facilitating, and producing virtual group activities is required. Please submit your cover letter and CV.

About SCP

SCP is an award-winning full-service management consulting firm committed to shaping our world's future by building clients' organizational and leadership capacity. As a woman-owned small business (WOSB) since 1994, SCP has established a specialty in providing individual and organizational resilience (OR) services, including coaching, communications, consulting, and customized training services. Visit Strategic Consulting Partners (yourstrategicconsultant.com) to learn more about us.

USAID Staff Care Program

US Agency for International Development (USAID) contracts with Strategic Consulting Partners to provide USAID Organizational Resilience (OR) Program support to leaders, individuals, and teams of all sizes and configurations for the DC Headquarters and Missions worldwide.

The Role of Organizational Resilience Advisor

OR Advisors provide organizational leadership and team consultation and coaching services to support clients facing challenges involving morale, interpersonal conflict, team dynamics, organizational change, and various stressors to strengthen organizational and individual resilience. OR Advisors work virtually and in person to:

- Design and deliver team-strengthening activities, retreats, team coaching, and organizational development initiatives.
- Design and conduct assessments that include staff surveys, focus groups, individual interviews, and data analysis to develop actionable recommendations.
- Facilitate interactive small and large group discussions, workshops, and webinars.
- Provide leadership development services, including one-to-one coaching, leadership consultations, and advising.
- Partner with external consultants and internal OR Advisors to achieve organizational development and team resilience results.

The Candidate

SCP is seeking seasoned *team-focused* organizational development professionals with:

- Ten years of related experience, a graduate degree or certification in organizational development or a related field, and a coaching certification recognized by the International Coaching Federation or equivalent.
- Experience developing and delivering tools and resources for client engagements virtually and in person.
- Experience working in developing country contexts and with international humanitarian and/or development organizations, including personnel from developing countries.
- A demonstrated commitment to a strengths-based approach, an ability to think creatively about how resilience can be enhanced in organizational clients, and a track record of working collaboratively with others.
- Ability to drive multiple projects while planning and managing progress to milestones.

- Experience with assessment tools such as DiSC, StrengthsFinder 2.0, etc.
- Willingness to travel domestically and internationally.
- USAID Experience and/or French or Spanish language fluency is a plus.
- Demonstrated flexibility, cross-cultural adaptability, and willingness to work outside normal office hours.
- Proximity to Washington, DC is preferred.

Work Authorization

- Employees must be eligible to work in the United States.
- Employees may be required to hold a specific security clearance depending on the work assignment.

Benefits

- Employer-paid health, disability, and life insurance
- Optional dental, vision, and AFLAC benefits
- 13 paid holidays annually
- Paid time off – accrual begins on the first day of employment.
- 401k is available after 90 days.
- Eligible for education reimbursement

EEO Statement

SCP is an equal-opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for our employees.