

**Company:** Creative Talent Endeavors  
**Position:** Consultant  
**Based:** Remote

Creative Talent Endeavors is a professional services firm specializing in retained search and talent advisory with a commitment to do things differently. Our mission is to create a world where potential and opportunity meet, and we work every day to help our clients meet their talent needs. We offer retained search services for senior-level roles, as well as advisory services for talent functions facing broader challenges. Clients range from VC-backed start-ups to multibillion-dollar global organizations with household names.

Reporting to a Director of Advisory Services, the Consultant will be responsible for supporting myriad consulting efforts related to diversity and other talent best practices for new and existing clients. This person will be an integral part of a growing team at CTE and will need to be comfortable designing and executing simultaneously in an evolving business. Close collaboration is critical as we finalize the structure of our Advisory Services business, deploy our go-to-market strategy, and execute on our current and upcoming engagements.

## **SCOPE OF THE ROLE**

- Consult with new and existing clients to evaluate existing practices and make recommendations centered around a talent strategy that highlights other CTE offerings
- Deliver actionable guidance to consulting clients on their people practices, providing clear recommendations that can be used to achieve client goals
- Engage in all phases of client relationship development, including the business development process when necessary
- Manage key relationships with major partners, particularly in the DEI space, to ensure consistently excellent client experiences
- Contribute as a critical member of the CTE team, providing support and guidance to colleagues in all departments
- Contribute to and execute the engagement strategy for client relationships in partnership with the Director leading that engagement
- Collaborate effectively with Analysts, other Consultants, and Directors on complex deliverables and challenges to provide high-quality work to clients

## **EXPERIENCE & SKILLS**

- Ability to curate solutions from concept to development through execution
- Prior experience collaborating directly with key stakeholders, including delivering presentations to senior leaders
- Prior experience engaging with organizations of various sizes, from seed stage start-ups to global enterprises

- Deep passion for diversity, equity, and inclusion work, especially as it pertains to the application of DEI principles in the redesign of systems and structures
- Prior experience consulting in talent strategy, DEI, organizational design, talent management, change management, or internal communications
- Ability to execute multiple projects or deliverables and meet deadlines while maintaining a standard of excellence
- Superior written/verbal communication public speaking/presentation skills
- Undergraduate degree

#### **COMPENSATION & BENEFITS:**

- Competitive pay, including participation in the firm's annual incentive program
- Flexible scheduling and fully remote work environment
- Fortune 500-level suite of benefits, including matching 401k
- Significant potential for future growth
- Results-oriented work environment
- Freedom and encouragement to bring your whole self to work