



PRIVATE AND CONFIDENTIAL

# ADVISORY SERVICES CONSULTANT

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Changing The Face of Talent

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## THE BASICS



POSITION TITLE: Advisory Services Consultant

REPORTING TO: Le Anne Harper, Head of Advisory Services

LOCATION: Remote

WEBSITE: <https://www.ctesearch.com/>

## OUR VALUES



PLAY THE RIGHT WAY



INNOVATE AND ELEVATE



STAY TRUE TO YOU



SEEK UNDERSTANDING



BE BOLD



DO AWESOME SH#T

## SELECT CLIENTS

Eventbrite

STRAVA™



  
Streamlit



caffeine

duolingo

 vista™

  
Fairmarkit

## ABOUT US

Creative Talent Endeavors is a retained executive search and talent advisory firm founded in 2017 with a commitment to do executive search 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.

Our intentionally diverse team has a broad range of skillsets, backgrounds, and life experiences, but each of us believes deeply in Changing the Face of Talent. As a remote-first company, we work intentionally to cultivate a culture of open communication, professional authenticity, and collaborative teamwork that helps new people settle in and find their stride quickly. We proudly do things differently from other agencies in our space, creating a better environment for clients, candidates, and our employees.

## THE OPPORTUNITY

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 RESPONSIBILITIES

- 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

## KEYS TO SUCCESS

This role will be critical in the successful design and delivery of CTE's Advisory Services products. Our clients depend on the Advisory Team to help them solve complex, sensitive challenges in a wide range of people-related situations. That said, the solutions we deliver for our clients don't just drive abstract HR results. Our products help clients drive top and bottom-line success by unlocking a bold, high-performance culture with talented leaders, empowered individual contributors, and intentional executives, all of whom collaborate to hold each other accountable for business success while holding space for each other as human beings.. A successful candidate for this role may have a background in T&OC, Organizational Development, DEI, or other HR disciplines, but must pair that experience with strong business acumen and the ability to confidently articulate the value of our services to executive leadership.

## MISSION CRITICAL OBJECTIVES - FIRST 12 MONTHS

The CTE Advisory Services team is growing rapidly and is currently engaged on multiple long-range projects for major clients. The person selected for this role will have the opportunity to contribute meaningfully to those projects from Day One, as well as take responsibility for critical components of upcoming engagements as they begin.

In addition to the current projects, the Advisory Services team partners with our Executive Search Partners to help drive the early success of our candidates placed in leadership positions by providing behavioral assessments that accelerate integration and early-tunure effectiveness.

## DESIRED SKILLS AND EXPERIENCE

- 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
- Willingness to travel as needed (est. up to 10%)

## CAREER PROGRESSION

This role is a critical contributor to day-to-day execution in the Advisory Services function. As the group continues to grow rapidly, there will be ample opportunities for the person selected for this role to grow along with the team. Those opportunities may include engagement and/or staff leadership, coaching and mentoring responsibilities, or opportunities to develop as a specialized SME in a particular product or offering.

Depending on interest, there could be opportunities for this person to transition into a role on our Client Partnerships team, driving new business

development. There will also be opportunities to take on roles that don't yet exist to tackle new challenges in the future.

This role will include exposure to our broad and rapidly-growing roster of clients, from major food and beverage companies to global retail giants to game-changing startups and major players in the venture capital ecosystem. CTE is an exciting, dynamic environment where every day brings a new challenge, and with it a new opportunity.

## COMPENSATION AND BENEFITS

Creative Talent Endeavors offers a competitive compensation package for all roles, with salary figures based on regular market assessments. In addition to strong base salaries, all employees in the firm are rewarded for business success through either a commissions program for the business development group or our annual profit share for our non-commissioned team members. We offer Fortune 500-level health, dental, and vision insurance with coverage options for employees and their families, as well as a 401(k) with company match, disability coverage, and life insurance. Time off at CTE is not limited and every member of the team is encouraged to take time away from work. We also offer flexible scheduling, a remote work environment, and so much more.

## GETTING IN TOUCH



For inquiries, expressions of interest, and referrals please contact:

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To schedule a meeting: <https://bit.ly/Matt1x1>