**Director, Performance Consulting**

**Summary:**

The Director, Performance Consulting, is a client-service delivery role. You have the opportunity to make a significant impact in a variety of client organizations through helping with their talent selection, leadership development, succession planning, family business issues, etc.

We are looking for you to have experience in a number of these areas. We will train you in our approach, collaborate to help you deliver top quality service, and equip you with a variety of integrated tools we have developed.

**Required:**

* Masters or Ph.D. in Industrial-Organizational Psychology, Counseling Psychology, or Clinical Psychology from an APA-accredited institution.
* 3+ years’ work experience, preferably in a business environment.

**Reports to:** President

**Client Delivery Activities**:

* Integrate and interpret personality, cognitive, and leadership style assessments, discuss your insights with hiring managers, write summary reports.
* Coach leaders to higher performance levels.
* Provide feedback to leaders on their 360 surveys.
* Facilitate team building sessions, helping them attain greater synergy.
* Facilitate our leadership workshop.
* Guide family businesses through challenging issues.
* Plan and implement succession, change management, and culture change projects.

**Consulting Skills Desired:**

* Serve as a trusted advisor to our clients. Develop strong client relationships. Manage and develop business within client accounts.
* Possess strong business acumen. Learn and understand clients’ businesses and issues.
* Suggest solutions and innovative ideas to meet client needs.
* Exhibit good interpersonal, communication, and public speaking skills.
* Identify and approach new potential strategic customers.
* Handle any problems or complaints in a timely and effective manner. Strong negotiation skills with a problem-solving attitude.

**Expectations:**

* 20%-40% travel.
* Top-notch customer service, including timeliness, quality products, and delivery on promises.
* Cooperating within the organizational structure; taking direction from supervisor and other leaders.
* Offering a “how can I help?” attitude internally and externally. Productive communication and problem-solving.

**Why Psychological Associates?**

* Enjoy a variety of work and developmental opportunities ranging from assessments, 360 surveys, team interventions, succession planning, family business consulting, conducting leadership development workshops, coaching, …
* We strive to live the Q4 culture that we teach: concern for the task and a regard for people.
* Travel opportunities.
* Charitable.  Employees help select what causes we support financially and through services donation.
* Opportunity to have a major impact in our client organizations with your expertise and our support.
* Large enough to have professional tools and resources; Small enough to be a family environment.

**About Us**

* Founded in 1958. Headquartered in St. Louis, MO. Family owned. 40 team members.
* We serve clients throughout the U.S., and in several foreign countries.
* We have published 5 books and developed an integrated suite of tools around our Q4 Model of Behavior.
* We have an extensive base of intellectual property that has been developed over the last 62 years.
* We offer a comprehensive benefit package including: Medical, Dental, Vision, 401K, Life, STD, LTD, Paid Vacations, Sick, and Personal Time

**To Apply**

 For Consideration please submit resume to Hope Litzsinger hope@q4solutions.com Questions? 314-725-7771.