

EDWARD JONES EMPLOYMENT OPPORTUNITIES: Senior Talent Assessment Consultant

At Edward Jones, we help clients achieve their serious, long-term financial goals by understanding their needs and implementing tailored solutions. To ensure a personal client experience, we have located our 14,000+ branch offices where our more than 7 million clients live and work.

A typical branch office has one financial advisor who meets with clients face-to-face and one branch office administrator who enhances the team's ability to build deep relationships with clients. Headquarters associates in St. Louis and Tempe provide support and expertise to help U.S. and Canada branch teams deliver an ideal client experience.

Edward Jones currently has more branch offices than any other financial services firm, and we continue to grow to meet the needs of long-term individual investors.

Senior Talent Assessment Consultant – Organizational Assessments & Surveys

The mission of Human Resources at Edward Jones is to ensure we have the talent, capabilities and culture to make a difference in clients' lives. As part of HR Talent Management, the Assessment Team is responsible for the talent processes and insights that ensure leaders are effective and ready for the future. We work as strategic partners with our HR Generalists and division leaders to impact the success of our firm's 5-Year Plan and achieving our 2020 Vision.

As a Senior Talent Assessment Consultant, you'll have the opportunity to 1) evolve the firm's organizational assessment strategy and 2) design, deploy and evaluate organizational surveys and leadership feedback surveys which inform talent decisions and help leaders align their talent to executing on firm strategy.

Key Responsibilities

- Shape the strategy, design and execution of engagement and strategic capabilities surveys, enabling the firm to measure and reinforce the capabilities needed to execute core strategies.
- Assess the capabilities of our organization relative to our business strategy. Develop and communicate easy to understand, meaningful insights that drive firm talent actions.
- Consult with senior leaders and stakeholders on appropriate design and methods to assess firm, leader and associate capabilities.
- Manage individual and organizational survey projects such as 360 surveys, pulse surveys, validation surveys, candidate surveys, engagement and other talent related surveys..
- Partner with peers to support talent selection and development processes
- Manage budgets, contracting and vendor relationships
- Ensure alignment with Talent Management efforts and other core talent processes: succession planning, performance management, leadership and professional development, talent acquisition and workforce planning.

Requirements:

- Master's degree in industrial-organizational psychology, organizational development, human resources, or a related area; PhD preferred.
- 5 years' experience designing and implementing large-scale talent initiatives and enterprise talent processes.
- 2 years' experience partnering with senior leaders to understand business needs and develop talent solutions.
- 2 years' experience designing, implementing, and analyzing organizational capabilities and engagement surveys.
- Ability to develop talent insights: consult on meaningful questions to answer, identify relevant data, and develop key messages and engaging visuals to drive action.
- Strong skills in strategic thinking, project planning and execution, collaboration, influence, and adaptability.
- Knowledge of science and practice of organizational surveys, job analysis, competency models, assessment design and validation.
- Basic understanding of talent measurement and analytics; experience analyzing data with Excel, SPSS

Preferences:

- Experience facilitating focus groups and presenting results to senior leaders
- Experience with data visualization, infographics, and software to create them (e.g., Tableau).