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changing  
the world  
yet?

**gapingvoid**  
Culture Design Group

*Culture Design® & Implementation*

# CULTURE DESIGN STRATEGIST

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## What is Culture Science?

Culture Science® is an interdisciplinary – or anti-disciplinary, as we like to say – field that seeks to understand the beliefs, values, norms, and behaviors of a particular cultural group or society. It encompasses a range of social sciences, including anthropology, sociology, psychology, and economics, as well as other fields such as human-centered design, systems design, business, marketing, political science, and linguistics. The goal of Culture Science is to provide a comprehensive and nuanced understanding of how cultures and organizations function and how they influence individual and group behavior – the Human Operating System (HumanOS™).



Using our Culture Science methodology, the Gapingvoid team helps organizations deliberately design culture in a way that uplevels their human operating system to function at a higher level driving organizational outcomes (increasing innovation, attracting top talent, improving the bottom line, and fundamentally transforming employees' connection to work).

## About Gapingvoid

Gapingvoid is a boutique consulting firm transforming the work experience through Culture Design®. Gapingvoid has evolved over the past 15 years through radical experimentation, relentless curiosity, and a deep drive to always up-level our work. We're growing, and as we move forward, these three principles remain ingrained into the bedrock of our team.

## About The Role

The Culture Design Strategist will be instrumental in turning organizations that lack emotional connection into inspirational places to do awesome work. Through the strategic application of our Culture Science Methodology, you will develop new ways of working, collaborating, and engaging with our clients, and drive positive change for organizations around the country. Additionally, you will work closely with the culture delivery team, creative team, and channel partners and report to one of our fabulous leaders.

# ROLE & RESPONSIBILITIES

*What can you expect to do each day?*

**The Culture Design Strategist will lead projects of various sizes, collaborating with and reporting to a senior leader.**

**Gapingvoid is a place where no two days are the same! While there is no "average day," below are some of the job duties you would be expected to perform.**

- Guide the day-to-day activities of end-to-end culture design projects, managing the team and fostering growth opportunities.
- Develop and lead key client engagements, including facilitations, leadership workshops, and more.
- Develop creative tools and techniques for execution that best suit the customer's needs.
- Collect and analyze research that bolsters the tailored solutions we implement for our client's unique needs, integrating new information continually into the strategic plan.
- Draft strategic executive communications and prepare beautiful, compelling presentations.
- Test, evaluate, and refine new strategies, tactics, and processes to evolve and improve our culture science offerings.
- Maintain and extend the scope of services through high-quality execution and relationships across the customer base with humor and empathy.
- Take ambiguous information and requests and create clear, executable strategies and tactics.
- Help lead the customer culture delivery team, creative team, and channel partners to execute the strategy of the customer.
- Work with the creative team to conceive, develop and execute effective marketing advertising campaigns for socializing new norms and belief systems.
- Be conversant in Gapingvoid's lexicon of culture-related words, relevant theories, and Culture Science Methodology powered by systems thinking, human-centricity, and functional empathy.



# QUALIFICATIONS & OPPORTUNITY

*What do you bring to the tribe and what can we offer you?*

- Bachelor's degree required; advanced degree preferred.
- 5-7 years of work and/or consulting experience in healthcare, military, retail, or manufacturing sector in a fast-paced environment.
- Strong analytical and problem-solving skills, with the ability to draw insights from complex data sets.
- Ability to read social behavior and adapt accordingly/
- Excellent verbal and written communication skills, with the ability to articulate complex ideas and solutions to a wide range of audiences.
- Experience in building systems to propel change and leading research projects, with the ability to structure a research plan and analyze and interpret quantitative and qualitative data to extract meaningful, high-level insights.
- Ability to work independently and as part of a team, collaborating with others to drive results.
- Fluency or proficiency in other languages is a plus as we have many international clients.

**The salary range for this position is \$85,000 - \$140,000.**

We may not be one of the Big Guys; however, we give you our word that you'll learn something new every day in a distributed environment with crazy-caring, kind, compassionate, and curious people.

We all work remotely but get together in person as often as we can. Traveling to meet clients a few times per year will be required. You must be authorized to work in the United States on a full-time basis, and being in ET, CT, PT, or MT time zones is a must.

Outside of compensation, we want you to find the same meaning & purpose in your work that we bring to our clients.

- You have the option to enroll in the benefits program – health, vision, dental, and retirement.
- You get to work with a creative, empathetic, and passionate team on interesting transformational projects.
- You have the opportunity to develop new styles and grow our product portfolio, identifying new ways to engage customers, teams, and fans.
- You have the ability to work remotely and create some flexibility in your schedule.
- You have the freedom to speak your mind.
- You get to travel to interesting places (some more interesting than others).
- You have the opportunity to continuously learn on the job (we have weekly learning sessions)!

You already know who you are. You see connections where others don't. You understand the complexity of human needs and networks in ways that provide insights that give you clarity. You understand data, but more importantly, you understand how that converts to insights that make people go 'wow'.

# WHY WE MAY NOT BE FOR YOU

*Our brand of cool doesn't work for everyone - and that's ok.*



- We don't always keep a set schedule - we are committed to doing what's needed when it's needed - and occasionally, that means our days can turn into nights or weekends. Think of the working hours like one of the big 5 consulting firms but with the culture and spunkiness of a design firm like IDEO.
- We're a small team of doers - everybody rolls up their sleeves - we don't stand on ceremony or title.
- If you are not sure how to do something - improvise, ask questions, figure it out and make it fun - being small and nimble means no hand-holding.
- Zoom is part of our way of life and keeps us connected, to our clients and each other. We spend much of our time on this tool facilitating, collaborating, and weaving client culture. Zoom fatigue is real, and sometimes it makes us punchy, but it also keeps us connected (if you know, you know)
- We identify as a family, and we mean it - the good, the bad, and the ugly. We love hard work and work harder. We are weird and informal; we don't always follow the rules.
- We are not afraid to express our views and opinions bluntly. Sometimes this hurts. It almost always makes us better.
- Life would be a lot more fun if everybody loved pop culture, random facts, and podcasts. If this doesn't excite you, you might not always appreciate our conversations and stories.

We're a hungry, passionate and positive team of professionals that geek out building emotional connections at inspirational places.

This brings out the best in us individually and pushes us every day.

But just like lollipops, our flavors aren't for everyone.

If this sounds like someplace you would thrive and flourish - let's talk.

We strive to be transparent at the start, so you can decide if you are willing to invest additional time in the application and interview process.

If you have any questions that are not answered here, email us at: [people@gapingvoid.com](mailto:people@gapingvoid.com).

Applications are reviewed on a rolling basis as we are always hiring. Apply soon!