



am i
changing
the world
yet?

gapingvoid®
Culture Design Group

Culture Design® & Implementation

SENIOR MANAGER CONSULTING

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SR. MANAGER CONSULTING

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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.

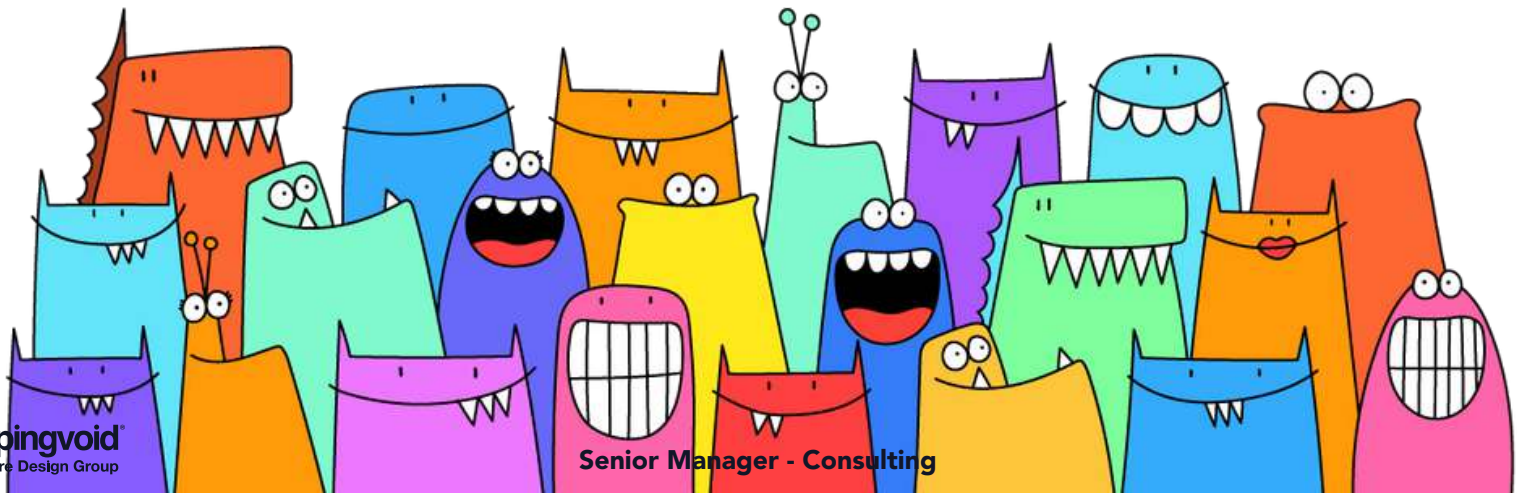
About The Role

We are seeking a hybrid management consultant with a unique blend of expertise in several of the following: anthropology, behavioral economics, human-centered design, psychology, sociology, business, and marketing. Like we said, hybrid! The ideal candidate will have a minimum of 6 years of consulting experience with a well-established consulting firm, as well as a Master's degree or an MBA. If you are curious, have a passion for putting people first, and a sense of humor to match, read on.

ROLE & RESPONSIBILITIES

What can you expect to do each day?

- Lead and manage complex, often international, consulting projects with a focus on behavioral insights and solutions, drawing upon a deep understanding of human behavior, cultural norms, and decision-making processes.
- Use your Jedi-like powers of observation to identify patterns in organizational behavior and turn those insights into game-changing solutions.
- Develop and implement culture transformation (Culture Science) methodologies to gather insights and data using a combination of qualitative and quantitative methods—insights that will drive change throughout an organization.
- Analyze complex data sets to identify patterns, trends, and opportunities to drive both positive transformations for human systems and improve the overall sense of belonging, connection, and purpose within the organization.
- Create and deliver engaging presentations to clients, synthesizing complex information into clear and actionable recommendations that tie to the overall business strategy.
- Design and build persuasive business systems that propel change.
- Work closely with clients to understand their needs, goals, and challenges and to develop tailored solutions that meet their unique needs (think of it as a group therapy session for the client and for your creativity).
- Collaborate with cross-functional teams within the organization, including designers, product managers, engineers, and data scientists, to bring solutions to life.
- Oversee and manage design projects that put the customer at the center (because, let's face it, they're the real boss).
- Guide and coach junior consultants, helping them to develop their skills and advance their knowledge base.
- Build and maintain relationships with our clients by showing them how much we care about their success and the organization's transformation, all while making them laugh in the process.
- Mentor and coach others in facilitation and interview skills, helping to build organizational capability (think of it as a design bootcamp).



Senior Manager - Consulting

QUALIFICATIONS & OPPORTUNITY

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

- Master's degree or an MBA in anthropology, behavioral economics, psychology, sociology, business, or a related field.
- At least 6 years of consulting experience with a well-established consulting firm.
- Strong analytical and problem-solving skills, with the ability to draw insights from complex data sets.
- Excellent verbal and written communication skills, with the ability to articulate complex ideas and solutions to a wide range of audiences.
- Strong executive presence and comfort working with senior executives to identify compelling win/win business opportunities
- Strong project management skills, with the ability to lead and manage complex projects from start to finish.
- 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 \$135,000 - \$175,000.

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.

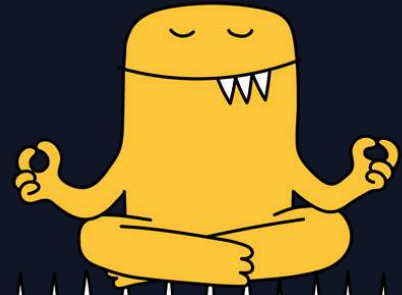
Outside of compensation, we want you to find the same meaning & purpose in your work that we bring to our clients.

- 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.

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