



am i
changing
the world
yet?

gapingvoid®
Culture Design Group

Culture Design® & Implementation

**CONSULTANT,
CULTURE DESIGN**

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Culture Design Group

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Consultant, Culture Design

You believe you can change the world

Join us on our mission to make culture the operating system for millions

Gapingvoid is a boutique consulting firm transforming the work experience through Culture Design®. We believe every person can and must fall in love with their work, and that doing so is a deliberately designable process. Culture design combines insights from behavioral science, social learning, and neuroscience to transform organizations, turning culture into a management system.

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 scaling and rapidly growing, and as we move forward these three principles remain ingrained into the bedrock of our team.

Your Impact in Culture Design

The Consultant will play a crucial role in transforming organizations of all types into inspiring and high-performing 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 and world.

Even more important than what you know, is how you think. We are looking for a highly motivated, hard-working individual who is deeply passionate about people and can think critically and creatively about business, communication, and culture.

At Gapingvoid you will be joining our cross-functional team on the strategy and consulting side. You will work closely with the culture delivery team and creative team and report to one of our fabulous leaders.

The Gapingvoid team is made up of people who nerd out on culture design strategy. We are driven by the desire to make a difference in people's lives by transforming the way we work, and you are too!



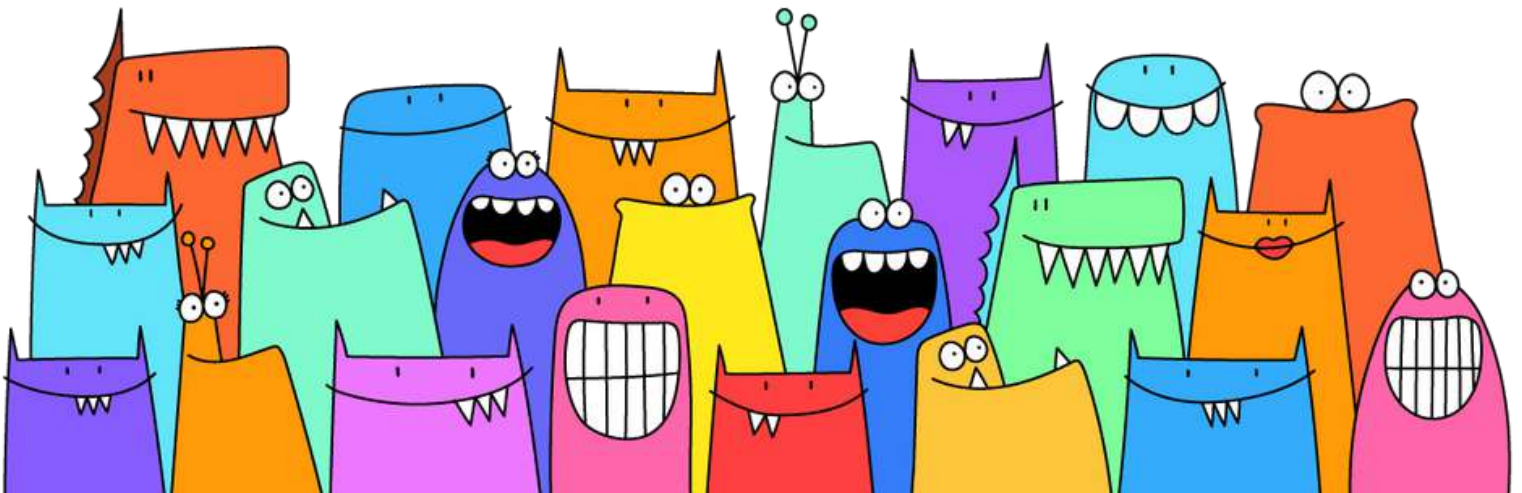
ROLE & RESPONSIBILITIES

What can you expect to do each day?

The Consultant, Culture Design 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.

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 have the opportunity to continuously learn on the job (we have weekly learning sessions)!

WHERE WILL YOU BE?

We work mostly remotely, and get together as a team throughout the year. Standard business hours are in ET.

Next Steps: This is an Investment



WHY WE MAY NOT BE THE RIGHT FIT FOR YOU

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

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

This work inspires us to be our best selves, and we push each other every day to be better than the day before.

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

- We don't always keep a set schedule - we are committed to doing what's needed to deliver the best experience for our clients - and occasionally, that means our days can spill into nights or weekends.
- 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
- Zoom is part of our way of life and keeps us connected, to our clients and each other.
- We are quirky and informal; we don't always follow the rules.
- We are not afraid to express feedback. It's not always easy but always makes us better.
- Life would be a lot more fun if everybody loved pop culture, random facts, podcasts, and dogs!

NEXT STEPS & WHAT TO EXPECT

1. Submit your application [here](#) (*There is an optional (but highly recommended) video submission question.
2. We'll review your materials and get back to you as soon as we can! If we think you'd be a good fit for the team, we'll reach out to schedule an interview. The interview may include follow up calls with additional team members.
3. Before an offer is extended, background and reference checks will be completed.
4. If you have questions at any step of the process, please reach out to us at people@gapingvoid.com.