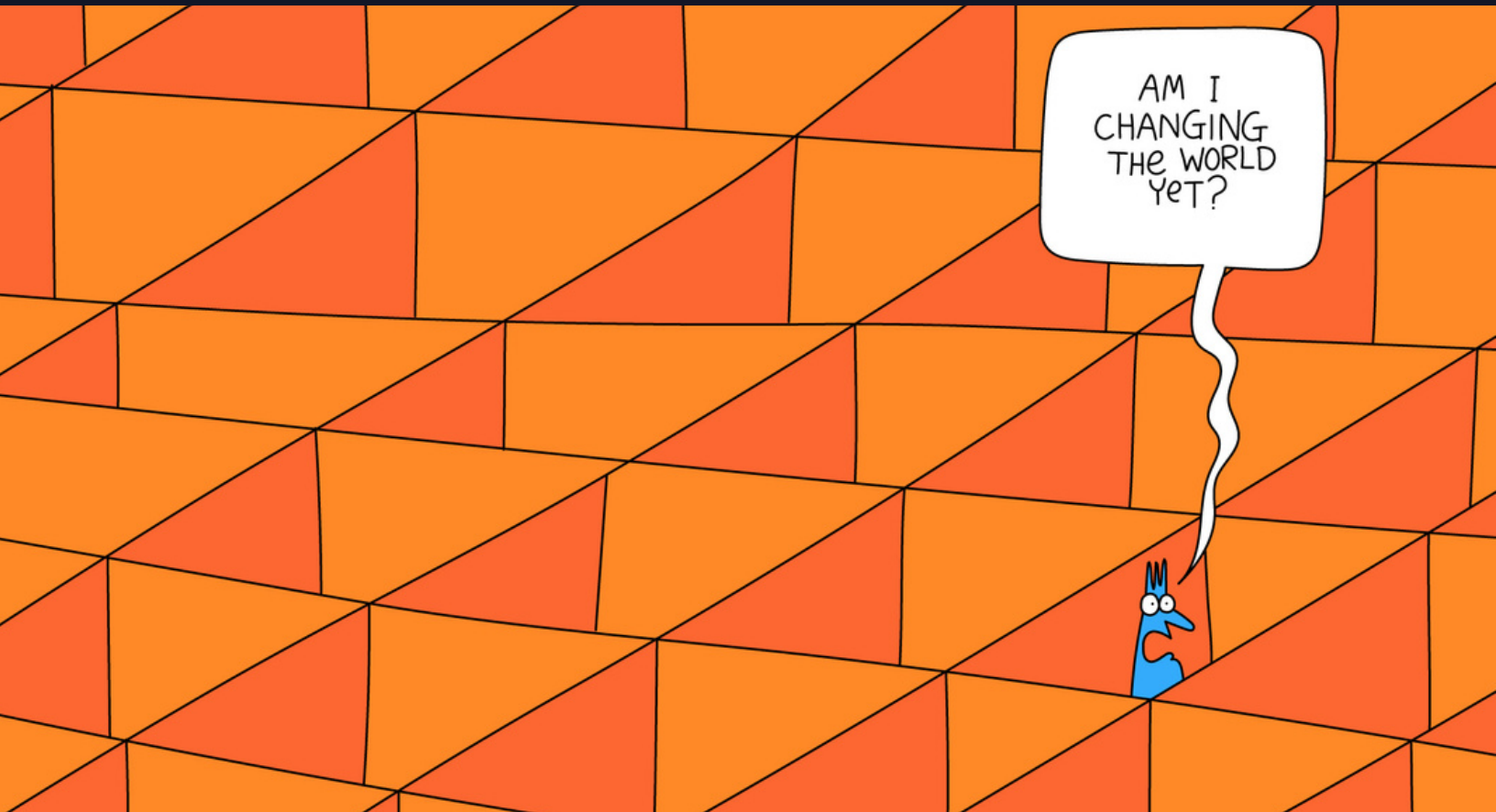


JANUARY 2024

Consultant

Role Description: Why We Want You



gapingvoid[®]
Culture Design Group

people@gapingvoid.com

www.gapingvoid.com

[@gapingvoid](https://twitter.com/gapingvoid)

Consultant

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 key supporting and learning role in transforming organizations of all types into inspiring, 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 the world.

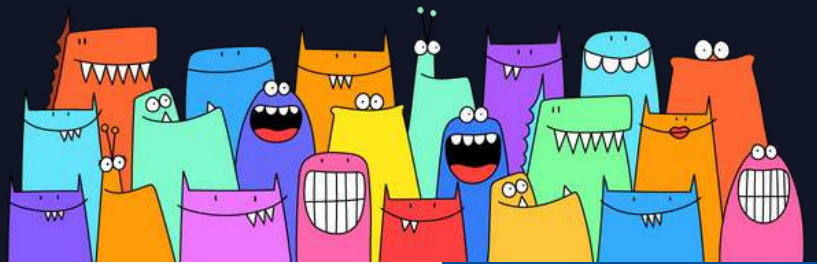
Even more important than what you know, is how you think. We are looking for a highly motivated, hard-working individual who is deeply passionate about people and can think critically and creatively about business, communication, and culture.

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!



What will you bring to our tribe?



ROLES & RESPONSIBILITIES

Project Strategist

You'll develop roadmaps to deliver aligned recommendations, tools, tactics, and experiences that reflect customers' from/to journey.

Relationship Builder

You will be responsible for building and nurturing relationships with our client stakeholders. Collaborative, empathetic relationships with clients is one ingredient in our secret sauce.

Anthropologist

You'll help design and conduct interviews, facilitations, surveys, conversations, and in situ observations to gather insights about our clients' work experiences.

Facilitator

You'll facilitate conversations, meetings, data collection efforts, and events that include everyone in our client organizations from the CEO to the parking attendants.

People and Project Leader

Gapingvoid Consultants mentor Associate consultants and direct and track tasks that are required to complete each phase of work.

Creative Writer

We don't do droning, meaningless corporate-speak. Whether we're presenting recommendations for the next steps, offering a project update, or sharing survey analyses, you'll write compelling copy that leads stakeholders to envision an exciting future.

Communications Strategist

Every organization has its own unique "voice." You'll develop the strategy and design for our clients' strategic communications.

Data Analyst

We collect mounds of data from conversations, facilitations, interviews, and observations. You will perform quantitative and qualitative analyses that lead to insights that advance clients' culture design projects.

EDUCATION & EXPERIENCE

Undergraduate degree and 3 - 6+ years experience; or Graduate degree with 3 - 4+ years experience; or 6 - 10+ equivalent experience

TOOLS



- Airtable
- Beautiful.ai
- Canva
- Dropbox
- Figma
- G-Suite
- Mentimeter
- Microsoft Office
- Miro
- Slack
- Social channels
- Zoom

What can you expect?

we expect
you to
grow

we expect
others to
help you
grow

we expect
you to
help
others
grow

The Perks!

\$100,000 - \$130,000 base salary

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

- 100% of your vision and dental insurance are covered
- 80% of your healthcare insurance is covered (for the basic plan)
- If you enroll in our 401K plan, we will cover 100% of your first 4% of contributions, and 50% of 5% & 6% of your contributions
- Educational Assistance/ Tuition Reimbursement
- We will pay for your membership dues for relevant professional membership(s)
- 12 weeks paid parental leave
- 20 days paid time off, and end year reflection & restoration days
- You will be reimbursed up to \$100.00/month for internet, or cell phone/data plans
- At your 5-year anniversary you will receive extra paid time off and \$2,500 reimbursed for personal travel to celebrate

Gapingvoid is a place where no two days are the same! While there is no "average day," below are some of the things you can expect to do and to have.

- Have a buddy! Everyone is assigned a buddy upon joining. Buddies are on hand to answer those seemingly "silly" questions that you may have, particularly in your first few weeks/months.
- Quickly connect the dots and develop a plan to move forward when a 'simple' challenge turns out to be much more complex than at first blush. You also need to be able to adapt that plan when it is not working.
- Participate in regular internal creative reviews with the team filled with banter and open exchange of ideas
- Help bring different team members and stakeholders together to create solutions that work for our clients, not be the smartest person in the room.
- Continually evaluate the effectiveness of collateral to improve the quality of work we do
- Work under pressure without losing your sense of humor or care for others
- Bring people together and take them on the journey through creating amazing experiences
- Speak your mind. In a distributed work environment, the name of the game is over-communication.
- Hit the ground running. We don't do 'cookie-cutter' anything and we need people who think differently and are insatiably curious.
- Never settle. Never quit. From time to time, we work with some hard-to-change cultures. These are also the most rewarding. This requires us to occasionally tweak, and tweak, and tweak. If this sounds discouraging, or like too much work, our culture is definitely not a place where you will thrive.

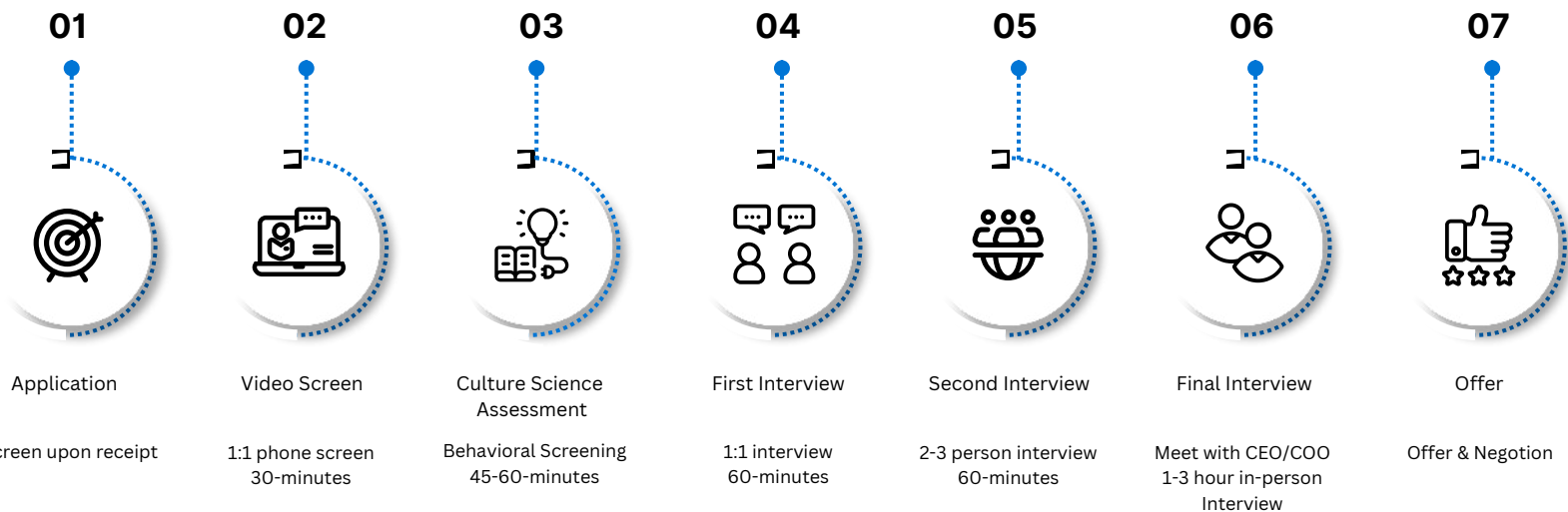
WHERE WILL YOU BE?

Here, there, and everywhere. We are a 100% distributed workforce, work mostly remotely from our home offices or at the client's offices. As a Consultant, you can expect to travel more than once a month. We get together as a team throughout the year. Standard business hours are in ET. If you are interested in relocating to the Miami Metro Area, please let us know.

Next Steps: This is an Investment



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, you will receive a link to complete a Culture Science Assessment. This is something we do with our clients, as well.
3. Before an offer is extended, background and reference checks will be completed.
4. We are seeking a full-time candidate to join our team in Feb-Mar 2024, with the option to start as a contractor.
5. If you have questions at any step of the process, please reach out to us at people@gapingvoid.com.



CAUTION: WE MAY NOT BE FOR YOU!

We admit it: we're not everyone's cup of tea. We've been called "Culture Nerds" and we own that moniker like a badge of honor. We take culture seriously. Ours and our clients'. So we're not looking for ordinary consultants. Gapingvoid doesn't stamp out McAnswers. We're master chefs and alchemists out to transform how people go to work.

If you thrive in ambiguity and flourish with feedback — even the tough kind — you might be one of us.

If you're a lifelong learner who can't wait to test your ideas in the real world, and then iterate, you might have the makings of a G-Teamer. If you can communicate your ideas in writing in a way that captivates readers, you're getting closer.

If, like us, you've never come across a brick wall that you weren't pumped to get over, dig under, or plow through with only a flashlight and an array of models and frameworks to guide you, you might be a fit!

We are a team of kind, innovative professionals who like our business spiked with irreverence. And if all of the above sounds like you, and you love ideas but you love rolling up your sleeves and getting your hands dirty more, we should talk.

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Join the Culture Club:
bit.ly/CultureClubGV