

Consultant

Why We Want You

It's not work. It's transformation.

Gapingvoid is a 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.

Your Impact on Culture Design

Our Consultants play an essential role in designing and driving the transformation of client organizations. The work requires both deliberate, process-led thinking to navigate complexity and creativity to develop systems that create lasting change.

We focus on crafting environments that inspire & delight both our clients and fellow G-teamers, transforming our clients and ourselves in the process.

Even more important than what you know, is how you think. We are looking for earnest, hard-working, and empathetic humans who can think critically and creatively about business, communication, and culture.

As part of our consulting team, our Consultants report to one of our Team Principals and collaborate closely with the creative team.

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



↑ QUALIFICATIONS

- Graduate degree & 2+ years of relevant experience
- OR Undergraduate degree & 5+ years of relevant experience
- Government management consulting, specifically in the DOD is strongly preferred
- Demonstrated ability to conduct interviews with senior-level executives
- You must be able to write clearly, concisely, and also creatively
- Demonstrated ability to write executive summaries and communications (not the corporate double-speak kind)

↑ TOOLS

- Airtable
- Beautiful.ai
- Canva
- Dovetail
- Dropbox
- G-Suite
- Mentimeter
- Microsoft Office
- Microsoft Powerpoint
- Mighty Network
- Miro
- Slack
- Social channels
- Typeform
- Zoom

ROLE AND RESPONSIBILITIES

PROJECT MANAGER

As a consultant, you will develop roadmaps to deliver recommendations, tools, tactics, and experiences that reflect our client's culture transformation journey. You will direct and track tasks ensuring the timely and thoughtful execution of each phase of work.

No two clients are the same, and you will leverage our existing tools and frameworks to address each project with creative and fresh thinking. This extends beyond a single project assignment—we seek to constantly level up, leverage our diverse expertise, and share new ideas to continuously grow and improve how we work, for ourselves and for our clients.

COMMUNICATOR & CONTENT DEVELOPER

you'll create compelling content that moves organizations forward - from polished presentations to strategic reports. This requires more than just making beautiful slides; it's about crafting clear narratives and insights that resonate with each client's unique voice. We don't do droning, meaningless corporate-speak. You'll need to write with clarity and purpose, organize information thoughtfully, and adapt our distinctive tone of voice to meet specific client needs.

RELATIONSHIP BUILDER

Collaborative, empathetic relationships with clients is one ingredient in our secret sauce. A successful engagement is contingent on connecting and empathizing with the people we work with, building a level of trust they wouldn't receive from another consulting firm. You will be responsible for building and nurturing relationships with our stakeholders. This will involve everything from email communications and weekly Zoom standups to on-site facilitations and 1:1 interviews.

FACILITATOR

You'll design and lead sessions of all kinds (virtually and in person) to help organizations see their challenges more clearly and co-design the future. This requires thoughtfully and intentionally creating spaces where real conversation happens and unexpected insights emerge. You'll need to read between the lines, understand what's not being said, and help groups move from surface-level discussion to meaningful breakthroughs. Whether it's for a group of Senior Level Executives or the lowest level worker bee, it's the art and science of knowing when to probe deeper and when to let silence do the work.

USER RESEARCHER

We believe in understanding the actual, lived experience of our clients' organizations. You'll design and conduct research that gets to the heart of how work really happens (formally and informally)- through interviews, qualitative surveys, and facilitations. It requires building trust quickly, asking questions that matter, and connecting dots across different levels. The goal is to understand the visible and invisible barriers to change, so we can design solutions that actually work in the client's context.

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. Consultants will need to adopt a variety of tools that we utilize to perform the analysis. You will draw conclusions, using critical thinking to connect seemingly disparate dots into a narrative that drives the insights and recommendations presented to our clients.

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 of 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

You will 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 months and to help make your onboarding journey easier and more enjoyable.

What You Can Expect

\$85,000 - \$150,000 maximum salary

**Benefits will be extended with full-time employment offer following successful trial period*

Gapingvoid is a place where no two days are the same! While there is no "average day," below are some of the things we expect from you that are critical to your success.

Participate in regular internal cuddles and creative reviews filled with banter and open exchange of ideas

Hit the ground running and quickly get up to speed on our models and methodologies. We don't do 'cookie-cutter' anything and we need people who can learn quickly, think differently, and execute at a high level.

Be insatiably curious and constantly learning. If you don't understand something, ask. If you learn something we all could benefit from knowing, share it.

Bring your knowledge and experience to the table without being 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 craft amazing experiences that leave them transformed.

Speak your mind. In a distributed work environment, the name of the game is over-communication.

Never settle. Never quit. We work with some hard-to-change cultures, which tend to be the most rewarding. This requires us to regularly iterate, pivot, and tweak. If this sounds overwhelming or like the type of work you shy away from, Gapingvoid is not for you.

WHERE WILL YOU BE?

We prefer that you be located in Los Angeles, CA or the broader metro area. If you are interested in relocating to the preferred location listed, please let us know.

You will also be here, there, and everywhere. We are a 100% distributed workforce, working mostly remotely from our home offices or at the client's offices. In this role, you can expect to travel a minimum of once per month, up to two times per month. We get together as a team twice per year, usually in May and December. Standard business hours are in ET.

Are you a G-Teamer?

Why we may not be the right fit for you.

We admit it: we're not everyone's cup of tea. Here's what you need to know. We probably are not for you if...

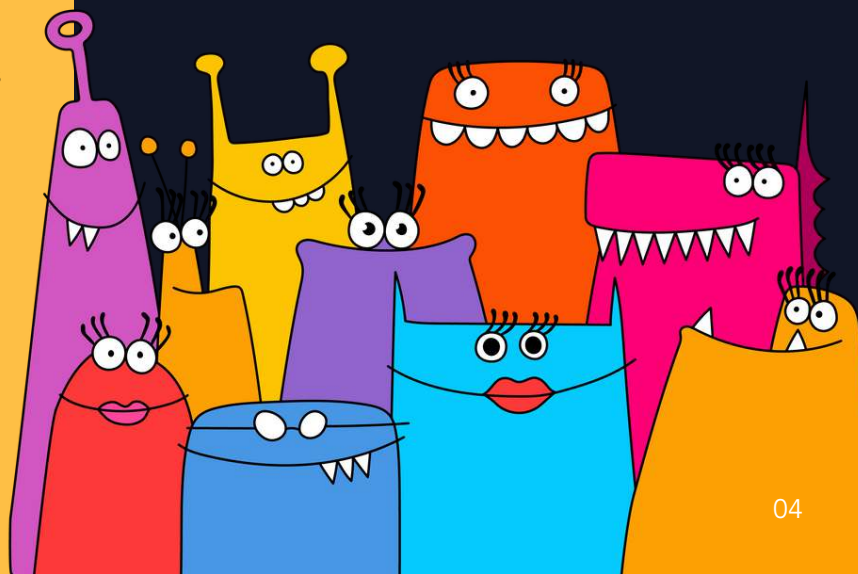
- You're looking for a standard 40-hour, nine-to-five job
- You're seeking the comfort of distinct work-life boundaries over the flexibility of work-life integration
- You lean into predictable, transactional work over challenging yet meaningful work
- You're looking for a pre-determined formula for success or box-ticking exercise
- If you're a smart person who looks for the path of least resistance and aren't willing to roll up your sleeves and get shit done
- If you believe that the point of culture is only about engagement, employee happiness, & the standard HR tropes
- If you're allergic to hard work

On the other hand, you may be a G-teamer if you...

- Thrive in ambiguity and see direct, candid feedback as a gift
- You're a lifelong learner who can't wait to test your ideas in the real world, and then iterate
- Can communicate your ideas in writing in a way that captivates readers
- 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 put in the work and care enough to get it right (not always easy)
- You're able to look at the big picture and understand the importance of the little things

We are a team of kind, innovative professionals who like our business spiked with irreverence. Irrespective of role or title, we are all ambitious doers who love ideas, and love rolling up our sleeves and getting our hands dirty more.

A career at Gapingvoid isn't easy, but we can promise you, it'll be meaningful. If you're thinking, hell yes right now, we should talk.



Get Started

- Submit your application pronto (we're hiring on a rolling basis for a February 2025 start date)
- 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 be invited to an interview.
- Candidates being considered will participate in a series of 1:1 and group interviews. We may ask that the final interview is done in person.
- Before the 2nd interview, candidates will receive a link to a personality assessment to assess fit - there are no wrong answers.
- Writing samples, proof of creative work, skills challenges, and other materials will be requested. This is not about free consulting. Gapingvoid uses such information to discern your creative and technical abilities for this role. No materials produced by candidates will be used for commercial purposes.
- Before an offer is extended, background and reference checks will be completed.
- If you have questions at any step of the process, please reach out to us at people@gapingvoid.com

APPLY NOW

people@gapingvoid.com
www.gapingvoid.com
[@gapingvoid](https://www.instagram.com/gapingvoid)

NEXT STEPS

- 01  APPLICATION SUBMISSION & SCREENING
- 02  INTRODUCTORY INTERVIEW
- 03  PERSONALITY ASSESSMENT
- 04  GROUP INTERVIEW(S)
- 05  WORK SUBMISSIONS
- 06  FINAL INTERVIEW
(this may or may not be an in person interview with Gapingvoid senior leadership)
- 07  REFERENCE CHECK & OFFER