

gapingvoid®

Culture Design Group

Why We Exist

We don't fix broken culture.
We build human operating systems.

Gapingvoid exists to transform how organizations think, feel, and perform- from the inside out.

We create Culture as a System (CaaS)™: a behavioral programming discipline that treats culture like code. It debugs dysfunction, installs belief, and maintains performance- scalably, measurably, and under pressure.

Our team is made up of culture designers, behavior scientists, artists, storytellers, anthropologists, and learning strategists - united by a relentless pursuit of excellence and a bias for bold, meaningful change.

We Cut Through BS.
We Design Belief.
We Install Devotion.

Work sits at the bottom of most people's identity stack. Dead last. Beneath family, friends, hobbies—everything else that matters to them. Joining Gapingvoid means stepping into a fast-moving, emotionally intelligent environment where we care audibly, lead with clarity, and build systems that last. It's intense. It's meaningful. And it changes people - inside and out.

Kill values. Code beliefs.

Human-Centered Design Consultant

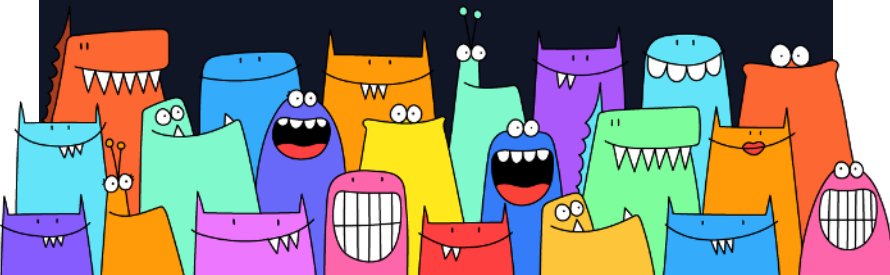
Remote w/30% Travel; DoD Client

Your Impact on Culture Design

Consultants at Gapingvoid are critical to bringing Culture Design® to life. You'll work alongside experienced teammates and collaborate with clients to co-create transformation, one insight at a time.

In this role, you'll deliver core consulting engagements - unpacking behaviors, synthesizing data, designing culture systems, and building powerful relationships along the way. You'll apply and deepen your expertise in facilitation, research, storytelling, and design strategy. While Senior Consultants lead the project, you'll lead workstreams, contribute to big-picture thinking, and elevate the quality of delivery at every step.

This role is ideal for someone who thrives in fast-paced, ever-changing environments and brings both rigor and creative curiosity to their work. You're not here just to get it done. You're here to do it right, and to make it matter.



What You Bring

- Bachelor’s degree and 4+ years of relevant professional experience, or Master’s degree and 2+ years of relevant experience
- Experience in consulting, experience design, change management, facilitation, and strategic communications
- Strong writer who can distill complexity into sharp, simple language across formats and audiences
- Experience conducting interviews and qualitative research, with the ability to turn research into strategy and strategy into systems
- Comfort working in ambiguity and moving quickly without all the answers
- Deep curiosity about people, behavior, design, systems, and storytelling
- Strong project management and communication skills, marked by clarity, accountability, and thoughtfulness
- Emotional intelligence and presence in high-trust, high-stakes conversations
- You bring a passion for the mission and complexity of the Department of Defense.
- Ability to travel 1–2x per month (roughly 30%)

Tools & Platforms You Know

- Airtable
- Canva
- ChatGPT / Claude
- Dropbox
- Google Workspace
- Mentimeter
- Microsoft Office
- Microsoft Powerpoint
- Mighty Network
- Miro
- Slack
- Typeform
- Voiceform
- Zapier
- Zoom



What You’ll Be Doing

WORKSTREAM OWNER & CULTURE BUILDER

You’ll lead distinct workstreams within projects, organizing deliverables, managing timelines, and owning stakeholder communications for your portion of the engagement. You’ll help structure the work and keep things moving - with rigor, precision, and heart.

FACILITATION & STAKEHOLDER ENGAGEMENT

You’ll plan and deliver dynamic in-person and virtual facilitation sessions. Whether it’s a 1:1 interview or a 40-person offsite, you’ll bring presence, agility, and deep listening to help teams surface truth, align around purpose, and unlock change.

CLIENT RELATIONSHIP SUPPORT

You’ll serve as a day-to-day point of contact for stakeholders, helping build trust and clarity through every interaction. You’ll manage communications, navigate ambiguity, and anticipate needs - showing clients we’ve got them.

VISUAL STORYTELLING & DELIVERABLES

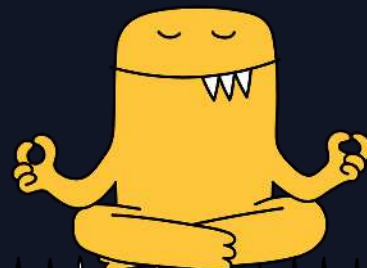
You’ll craft decks, memos, and frameworks that bring clarity and resonance to complex challenges. You’ll write and design in Gapingvoid’s voice, elevating both the aesthetic and emotional impact of our work.

RESEARCH & INSIGHT SYNTHESIS

You’ll conduct qualitative research (interviews, workshops, surveys) and make sense of it through analysis and storytelling. You’ll identify behavioral patterns, cultural blockers, and emerging insights - and synthesize them into strategic recommendations.

TEAM COLLABORATION & LEARNING

You’ll work closely with teammates across disciplines - creative, operations, and senior consulting - bringing a collaborative mindset and constant curiosity. You’ll ask questions, contribute ideas, and help refine how we do what we do.





Are you a G-Teamer?

Let's be honest - we're not for everyone...

We're not building a cozy culture. We're building human operating systems. That's not a casual job.

You're probably in the wrong place if you:

- Need a tidy 40-hour workweek with perfect boundaries.
- Prefer predictable tasks over meaningful risk.
- Want a plug-and-play path to success.
- Have an affinity to templates and how-to guides.
- Choose ease over effort, every time.
- Think "culture" means happy hours and engagement surveys.
- Break into hives at the thought of hard work or direct feedback.

You May Be a G-Teamer If...

You love hard things. Thrive in ambiguity. Often find yourself saying, 'I'll figure it out.'

You probably belong here if you:

- See tension as an opportunity, not a threat.
- Learn obsessively and apply it immediately.
- Write and speak with clarity and conviction.
- Don't wait for perfect conditions to start - you build while moving.
- Care deeply about doing it right, not just getting it done.
- Chase impact over ego, always.



A Day in the Life...

No two days at GV are the same - but here's what never changes:

- We learn fast, iterate publicly, and share thinking openly.
- We use rituals, language, and systems to drive belief.
- We lead with empathy - especially under pressure.
- We challenge each other to raise the bar.
- We're allergic to passivity. Everyone is responsible for the outcome.
- We write, draw, build, and try. Then we try again.
- We make people feel like they matter - clients and teammates alike.
- We care personally and challenge directly.
- We are kind. Not nice.

Beliefs & Mindsets We Hire For...

We look for people who:

- Believe humans are capable of meaningful transformation. And strive for that, daily.
- Lead with emotional fluency and high standards.
- Think like designers, behave like builders.
- Practice thoughtful urgency - speed with depth.
- Use feedback as fuel.
- Are obsessed with better systems, better language, better impact.
- See culture as a lever, not a vibe.
- Hold clarity, candor, and care in the same hand.
- Want their work to mean something - and are willing to earn that meaning.

Next Steps

Ready to take the leap?
Here's how our hiring
process works:

1. Submit your application, pronto!

2. Application Review:

Our team will carefully review your materials and get back to you quickly. If we believe there's a good match, you'll be invited to an interview. If not, you will hear back from us.

3. Interviews:

You'll participate in a series of 1:1 and group interviews.

Depending on the role, we might ask for a final interview to take place in person.

4. Skills Challenges:

Prior to the second interview, you may be asked to complete design, writing, and/or technical skills challenges.

These exercises help us better understand your creative and technical capabilities.

Rest assured, your submissions will never be used commercially- this is about assessing your fit for the role, not free consulting.

5. Background & Reference Checks:

We'll perform standard background and reference checks before extending an offer.

Questions? Reach out anytime
at people@gapingvoid.com.

What You Can Expect

Full-Time Employment: \$110,000+ Annually (Location-Dependent)

At Gapingvoid, beyond competitive compensation, we aim for you to find deep meaning and purpose in your work, just as we deliver to our clients. Here's what we offer:

Health & Wellness

- 100% coverage of Vision and Dental insurance
- 80% coverage of basic Healthcare insurance after 30-days

Financial Security & Development

- 401K matching: 100% match up to 4%, plus 50% match on the next 2% after 6 months
- Educational assistance and tuition reimbursement, by approval
- Paid membership dues for relevant professional organizations

Work-Life Integration

- 12 weeks paid parental leave after one year of employment
- 20 days of paid time off, plus end-year reflection & restoration days and 6 paid Holidays, after 60-days (prorated)
- \$100 monthly connectivity reimbursement
- Special recognition at your 5-year anniversary, including extra paid time off and a \$2,500 personal travel reimbursement

Onboarding & Support

- Personal buddy system to ease your onboarding journey and answer initial questions

Employment Structure

Full-Time Employee

- Compensation aligned with experience and contribution, as well as location.

Working Hours & Location

- Core working hours: Monday–Friday, 9:00 AM–5:00 PM EST
- This role emphasizes flexibility over a strict schedule, determined by task completion and assignment needs
- Must be U.S. Based
- Remote work structure; your home address serves as your official work location
- Travel as needed for DoD in-person client meetings and events - Up to 30%



APPLY NOW

We are seeking a candidate
to join our team as soon as possible!

www.gapingvoid.com
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