

Overview

gothamCulture is a client-focused organizational development firm that has built a reputation worldwide for developing and cultivating long-term partnerships with organizations providing culture, leadership, and strategy solutions. We utilize a unique set of skills and talents in concert with our client's expertise to help organizations transform the way they 'do business' to best serve their employees, customers, and shareholders. By combining proven organizational theory with cutting edge assessment techniques, programs, and strategies, gothamCulture helps organizations prepare for the evolving challenges they face as they navigate change.

Core Values

Unwavering Integrity

We are honest with each other, our clients, and about our own competence. We do what's right, even when no one is looking.

Committed to the Core

We feel a deep responsibility to each other and to our clients. We act with empathy and with the best interest of others in mind.

Maniacal Pursuit of Excellence

We have an obligation to ourselves, our clients, and other stakeholders to never settle for anything less than excellence. It's the standard to which we hold ourselves and what others deserve from us.

Relatable Expertise

We remain humbly confident in our own capabilities and expertise. We pride ourselves in our ability to relate to our clients in an approachable, transparent manner.

Authentic Community

We connect with each other in authentic ways because we know that together we can do more than any of us could alone. Each of us plays a unique part in fostering a community of involvement and inclusion.

Position Description

gothamCulture seeks a motivated and results-oriented professional who is interested in being part of a rapidly growing organizational development firm. The Associate role will be responsible for

serving as a member of various project teams to support client engagements as an OD practitioner. Qualifications include:

Organization/Planning

- Ability to successfully work under pressure and handle highly sensitive issues.
- Skill in serving as a practitioner on organizational development projects in the areas of organizational culture, leadership, and strategy. Projects may range from broad, organization-wide initiatives to client needs that are more limited in scale.
- Ability to manage a rigorous work schedule, multiple priorities, and competing demands with flexibility and adaptability.

Communications

- Ability to know your organizational audience, making the complex easy for others at various levels to understand.
- Superb verbal and written communication skills, with both an internal and external focus.

Teamwork

- Ability to work collaboratively across different departments, people, and organizational levels to quickly and effectively design solutions to business issues to keep projects moving forward.
- Ability to work outside of comfort zone on a regular basis, providing help and support with little notice.
- Ability to effectively partner across geographic locations and time zones.

Client Focus

- Knowledge in successfully servicing organizational culture, change management, team effectiveness, and organizational diagnostic interventions and initiatives.
- Ability to engage in client-management relationships to foster gothamCulture presence, meet client needs, and ensure client satisfaction.
- Ability to engage in impeccable professional standards regarding client service and confidentiality.

Analytical

- Demonstrated computer skills and knowledge of Microsoft Office and Google Apps Suite.
- Ability to analyze quantitative and qualitative data, seeing data trends through visualization.

Leadership

- Ability to help drive continuous business development through the writing of RFPs and the discussions of potential project scopes.

Technical Skills

- Microsoft Office Suite

Optimal Background

- Bachelor's degree required; advanced degree (particularly in OD or I/O Psychology) preferred.

Expectations

- 2-5+ years organizational development experience, management consulting experience, or any other applicable experience
- Able to provide at least one reference
- Regular attendance and punctuality
- Legally authorized to work in the United States

Location and Travel Requirements

- New York, NY
- 5%-10% travel time possible

Compensation

- Base salary and bonuses
- Health care stipend
- 401k plan with company match available
- STD/LTD/Life Insurance coverage
- Flexible Spending Account (FSA)

Contact Information

Please send résumé and cover letter to: info@gothamculture.com with "Associate Application – First Name Last Name" in the subject line.