



IMPACT

# Senior Consultant

**The finer detail...**





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### About Impact

Impact transforms organizations by liberating human potential. We do this through our unique experiential learning practice that has been honed over 40 years of collaborating with world-class companies, facilitators, and thought leaders around the globe.

### Role Summary

Senior Consultants play many critical roles that contribute to Impact's success, from designing and delivering innovative and transformative solutions to building rapport with client-side senior executives to serving as trusted advisors on organizational change and leadership development challenges. Impact is a highly collaborative environment that requires the Senior Consultant to solve problems creatively and resourcefully, sometimes requiring innovations that span interdependent function and actively promote a learning culture across the global business. The Senior Consultant role provides expertise and perspective as an innovative and collaborative member of Impact's many Client Service Teams, positioning Impact to liberate human potential as a world-class experiential learning organization.

## Duties & Responsibilities External Client-Facing

- Take lead on solution mapping, design, and delivery for multiple clients using Impact's range of solutions that reach varying leadership levels and across industries.
- Bring confidence, passion, and inspiration to the client consulting process by orchestrating efforts through and with clients, the Impact Client Service Team, Impact Associates, and other business partners.
- Exceed client expectations as a trusted and capable advisor, designer, and delivery partner on a local and international scale.
- Leverage prior experience to develop innovative solutions in virtual and face-to-face contexts by facilitating the learning experience for participants – in real time and in the moment – around real challenges and consequential experiences.
- Represent Impact brand values with clients, Client Service Teams, and Impact Polska's team and maintain a strong working knowledge of Impact's methodologies, pricing structure, client budget, contracting, and invoicing process.
- Partner with Business Development to provide consulting support including sales meetings, RFP submissions, proposal writing, and commercial growth opportunities within existing client accounts.

## Senior Consultant Impact Polska Supporting Responsibilities

- Partner with marketing to advise and create targeted content, as needed.
- Identify and proactively seek opportunities to consistently develop personal skills and knowledge for self and others leverage existing knowledge, skills, and experience to add to our consulting services across the team, both full-time and Associate.
- Conduct research, as needed and actively support our proposition and innovation initiatives in their creation, development, and implementation.
- Operate as a strong member of the Impact global team, as needed, and participate in strategic projects that are aligned with Impact Polska and global business priorities.
- While this role does not oversee direct reports, per se, Impact expects all staff to demonstrate leadership mindsets and behaviors that align to our brand, purpose, and propositions, in support of the work and one another.



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The finer detail...

## Knowledge, Skills & Abilities

- Digital fluency with virtual learning design and delivery with extensive experience in synchronous and asynchronous methods, including proven history of experiential learning approach and activities.
- Demonstrate high performance by working autonomously in a self-directed manner and in collaboration with colleagues via strong teaming skills with the ability to support colleagues' creativity, build trust, respectfully disagree, and learn from mistakes.
- Client-focus in a fast-paced environment with the ability to work under pressure, deliver on tight deadlines, and a proven ability to prioritize and manage complex projects and multiple stakeholders concurrently.
- Passion and enthusiasm for developing people of all levels from early career to executive board level through applying innovative approaches, generating life-changing experiences.
- Willingness to go above and beyond to deliver excellent client service in the pursuit of positive results for individuals, groups, and client organizations, while maintaining programmed profitability.
- Demonstrated background of agility, comfort with ambiguity, and the ability to be decisive, resilient, and flexible.
- Excellent written and verbal communication skills, with proficiency in Microsoft Office applications, such as Zoom, Teams, PowerPoint, Word, Excel, etc.
- Fluent English, proficiency in Polish is an advantage.

## Senior Consultant Education & Experience

- 5+ years' experience facilitating in person and virtual corporate/organizational learning and development programs
- 4+ years of experience in Learning & Development, Change Management, Human Resources design and programme implementation
- At least five years' experience of working with groups of people from Senior Managers to C-Suite in a learning and change management environment
- The ability to deliver our work in English, delivery in Polish is an advantage



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The finer detail

### What we offer

- Salary is competitive and dependent on experience
- Global Projects – our facilitators often participate in global programmes and have possibility or lead complex delivery involving globally dispersed colleagues.
- Wellbeing – we provide a health care scheme to all employees
- Inspiring and developing – we have a tailored induction process and lots of opportunities (internally as part of our Impact Learning Academy as well as externally) to learn, develop and progress your career
- We provide opportunities to support our local communities around the world
- Adventure, fun and fulfilling – we celebrate successes, no matter how great or small
- Caring for each other, we provide a supportive team framework. We have been listed as a Great Place to Work employer for the last decade

## Would you like to join our team?

We'd love to hear from you if you feel you can demonstrate the skills and experience we require, and persuade us you can make an immediate and substantial contribution to the work of our fantastic team and to the future of Impact.

**Apply via our website or send your application to [ewa.rolley@impactinternational.com](mailto:ewa.rolley@impactinternational.com).**

Please note that we will contact only selected candidates.

To comply with data protection laws please include in your application:

*„Wyrażam zgodę na przetwarzanie moich danych osobowych zawartych w mojej ofercie pracy dla potrzeb niezbędnych do realizacji procesu rekrutacji (zgodnie z Ustawą z dn. 29.08.97 roku o ochronie danych osobowych (Dz.U. z 2002 r. nr 101, poz. 926)*

