



## Job advertisement – Consultant

**We are looking for a new colleague (m/f/d) to join our growing team – are you excited about driving change and good leadership in organizations?**

**LEAD** is a management consulting firm specializing in (culture) change and transformation, leadership development and new work. We strive for transformative client impact, growing our business to enable even more impact while continuously cultivating our team culture. Whatever we put our minds to, we aim to exude sharpness, playfulness and open heartedness.

**Our work includes, but is not limited to:** Change management, organizational- and leadership development, (top) team alignment, culture diagnostics, value and purpose work, workshop and training facilitation, agile coaching, New Work model design and diversity strategy design and training.

**Our clients** include small, medium and large enterprises, non-governmental organizations, start-ups and scale-ups, public and social sector organizations. We aim to have a good mix at all times.

### **What will you be doing?**

#### **Support and co-lead client facing change projects**

- Work closely with the partners and project leads in designing projects with clients based on their transformation needs
- Conduct various analyses of the needs for transformation and change together with our clients
- Co-create change measures in cooperation with clients
- Prepare and deliver online and offline client workshops, both strategic and training formats
- Drive your own smaller (sub-) projects

#### **Lead inwards**

- Drive and support internal projects around people, processes, business strategy and social impact
- Be a key contributor in driving our playful, sharp, and open-hearted identity

- Be an active ambassador for our brand and be proactive in creating meaningful engagements with external stakeholders and prospective clients

## What you bring with you\*

### Background & Capabilities

- 2-3 years of practical experience in a line function in the fields of management, HR, organizational development, adult learning, or similar
- OR 1-2 years of experience working full-time as a change consultant and trainer / facilitator
- A demonstrated interest in socio-political or high impact topics, especially in relation to leadership, change management or entrepreneurship
- Experience with facilitating groups in workshops and trainings
- Preferably based in/around Berlin, or are willing to relocate here or commute here on regular basis (team cohesion is essential to us, so we want to meet on occasion)
- Very good German and English language skills, other languages (e.g. French) would be an asset

### Mindsets

- Curious and have excellent listening, sense-making and problem-solving skills
- High level of social and emotional competencies and independent, result-oriented way of working
- Entrepreneurial spirit and motivation to shape a growing company
- Don't shy away from a good challenge and are comfortable with ambiguity
- Strive to be a role model when it comes to centering personal and team well-being
- Growth mindset, open to feedback, and committed to life-long learning and personal development
- Think outside the box and ready to experiment with playful approaches

*\* If you think you are a great match but only check most of these points and not all of them, we would still love to hear from you!*

## What we offer you

- A professional and values-driven consultancy with social impact and start-up spirit
- A modern consulting practice that allows for a balanced workload and limited travel requirements
- Exciting clients within an intersectoral client portfolio
- Transparency around responsibilities and salary bands, openness to adopting even more innovative new work practices
- A playful, sharp and open-hearted team of individuals to learn from and with every day!

- Other perks: yearly bonus (based on performance and company success), 30 vacation days, very flexible work arrangements (e.g. work remotely for a certain period), personal yearly development budget, tax-free benefits

*At LEAD, we are determined to foster and embrace diversity –among our clients and wider ecosystem and especially within our own walls. As such, we aim to build an inclusive work environment where multiple perspectives, ideas and backgrounds thrive, are valued and feel empowered. We believe that this will make our organization and quality of work better, but more importantly, we believe it is the right thing to do.*

**You strongly identify with this job description and would like to get to know LEAD? Great, we can't wait to hear from you!** Please send your application via email attaching your **CV** (in German or English) alongside your answers to the **three prompts** below (max. one page) to [constanze.witt@lead.berlin](mailto:constanze.witt@lead.berlin).

**If you would like to get to know us better, you can reach out to us via LinkedIn for an informal networking chat:** [Maj Seider](#), [Scott Goldner](#), [Keshia Fredua-Mensah](#), [Aline Neururer](#)

**Prompts:**

1. If I were to describe the organizational culture of my current/previous employer, I would say ...
2. From a consultant role at LEAD, I expect...
3. A transformation project I am particularly proud of is ...