



Senior Consultant

EXECUTIVE SUMMARY

[Common Impact](#) has built the leading model for corporate skills-based volunteering, connecting talented professionals from global companies to high-potential nonprofits. As corporate engagement and investment in social challenges deepens, Common Impact is evolving to meet the new demands of the field. In 2020, Common Impact embarked on a three-year strategic plan to significantly increase the scope of its impact through targeted partnerships, the development of new SBV models and the identification of critical social sector projects where corporate talent can play a transformational role.

The Senior Consultant will be responsible for executing corporate and nonprofit consulting opportunities with Fortune 100 / 500 clients delivering both skilled-based volunteering programs and strategic advisement. You will work closely with the Director of Programs and Chief Program Officer as a member of the Consulting team and will manage 2-3 Consultants. Together, we will deliver best-in-practice programming and consultative leadership that furthers Common Impact's commitment to leveraging skills based volunteer as a way of addressing inequities in our communities.

This position offers an exceptional opportunity for a tenured individual who has a breadth of knowledge in the social impact sector to take it to the next level. The successful candidate will be enthusiastic about our values and commitment to anti-racism. They will also be a creative and organized leader who is equal parts strategist, project manager, thoughtful people manager, and relationship owner.

KEY RESPONSIBILITIES

- **Leading Strategic Consulting Engagements:** You will lead consulting engagements on areas including developing corporate social responsibility program strategy, designing and implementing SBV programming for corporate clients, as well as training, education and capacity-building for nonprofit clients.
- **Building Strong Partnerships:** You will be expected to consider Common Impact's partnership and business interests while managing program work, identifying areas for growth within current programs, and ensuring that work is executed efficiently and effectively meeting the goals as defined by nonprofit and corporate clients.
- **Industry Awareness and Program Refinement:** You will identify sector trends from Common Impact's work incorporating learnings into internal and external program refinements. Stay



abreast of the latest happenings in the multiple industries Common Impact's work touches including nonprofit capacity building, CSR, talent and leadership development.

- **Team Management:** You will formally manage two-three Consultants as well as provide mentorship and guidance for additional employees working with you on select client engagements. Identify, encourage, and ensure employee growth opportunities as a critical part of Common Impact's organizational culture.
- **Enhancing the organizational culture at Common Impact:** At Common Impact, we strongly believe that the spirit in which we do our work is as important as the work itself. We are committed to anti-racism. We pride ourselves on excellence, innovation, fostering collaboration between groups that might not otherwise interact, and a willingness to have fun with our work. A successful candidate for this position will also hold these values and be excited about the mission of Common Impact.

CORE SKILLS REQUIRED FOR THIS POSITION

- **Proven success as a consultant or nonprofit intermediary**
The candidate for this position should have an ability to bring clarity and solutions to challenges with high levels of ambiguity. You will work to create sustainable programming while delivering consistent high quality, meaningful consultation.
- **Exceptional project management and organizational skills**
The candidate for this position will need the ability to synthesize large amounts of data, quickly draw conclusions and define solutions and potential outcomes. Demonstrated results in client services or program management.
- **Agile and organized working style** to manage and consistently prioritize multiple projects with varying internal and external stakeholders. An excellent problem solver and critical thinker who can ask insightful questions and spot trends quickly.
- **An independent worker** who thrives in an entrepreneurial environment appreciating the opportunity to work simultaneously as a collaborator, supporter and leader juggling a wide range of simultaneous projects.
- **A superior written and oral communicator** who can translate complex concepts into understanding and action
- **7-10 years of relevant professional experience**, including people management and ideally across social sector and private firms, and a demonstrated commitment to working with diverse communities.



HOW TO APPLY

Common Impact is an equal opportunity employer committed to building a diverse community and strongly encourages people of color to apply. This is a full-time, exempt position based in Common Impact's NYC office and reporting to the Director of Programs. All Common Impact staff are working from home through at least December 2021. To apply for this position, please submit your resume, cover letter, and salary requirements to jobs@commonimpact.org, with "Senior Consultant – Last Name, First Name" in the subject line (for example: Senior Consultant – Doe, Jamie).

Compensation and Benefits

The salary range for this position is \$70,000 – 85,000 annually and commensurate with experience. Common Impact offers competitive benefits, including 3 weeks of vacation, 10 holidays, the final week of the year off, and 12 sick days; a 401k plan and 2% match; paid parental leave; and medical and dental coverage.

ABOUT COMMON IMPACT

Common Impact is a nationally-recognized nonprofit founded in 2000 that works to build a society in which individuals and businesses invest their unique talents towards a shared purpose: strengthening the local communities in which we live and work. We connect corporate employees to nonprofit organizations with proven models to tackle the greatest challenges our communities face.

We break down barriers that exist between sectors and industries to create meaningful partnerships between companies, social sector organizations and the people that drive them. The common purpose of these connections: to deliver real value to each partner through innovations in community engagement and ultimately to address deeply rooted and complex social challenges.

With a deep understanding of both mission-focused and business goals, Common Impact enables growing nonprofits to achieve even greater results in our communities, while simultaneously engaging corporate employees in dynamic and challenging opportunities that develop their skills and unlock successful, purpose-driven careers.

Read more about our [services](#), [our impact](#), the [companies](#) we work with and our [nonprofit partners](#).