
CONSULTANT, CLIENT SOLUTIONS

POSITION SUMMARY

SuccessFinder's Client Solutions team is a high-performing, engaged group of young professionals looking for a proactive, efficient, and client-focused consultant who will play a vital role in the delivery of our solutions, which are the foundation of our growing business.

The client solutions consultant position is an important part of SuccessFinder's Client Solutions team, which leads the innovative design, development, and implementation of data-driven solutions in talent management. The client solutions consultant will have leadership over important client accounts and will manage both internal projects within the organization and external ones with clients. As a consultant, you will partner with organizations to leverage talent assessment and workforce analytics to derive data-driven talent management solutions aligned with business objectives.

At SuccessFinder, our culture fosters continuous collaboration between our different teams, such as applied research, technology, and product. We are looking for someone who is passionate about working effectively with a diverse group of professionals, who is versatile, and resourceful. We highly value job crafting and the notion that someone's job should be tailored according to their strengths, interests, and development objectives. Roles and responsibilities will therefore evolve overtime.

Location

Montreal, Quebec

Job Type

Permanent, Full Time

MAIN TASKS AND RESPONSIBILITIES

- Leads needs analysis processes with HR teams and business leaders.
- Design talent assessment solutions in partnership with clients.
- Use data to understand & predict clients' key performance indicators.
- Manage talent technology implementation projects.
- Deliver training & workshops on talent assessment.
- Create clear & powerful client presentations.
- Support business development opportunities.
- Contribute to SuccessFinder evolution of products & services.
- Collaborate with the client solutions team to suggest process improvements and ways to be more effective and efficient as a team.
- Perform all other tasks deemed relevant to this position.
- Build a strong team culture by cultivating relationships with different teams.

SKILLS AND EXPERIENCE REQUIRED

- Graduate Degree in HR, Organizational Development, Workplace Psychology or a related field.

- 1-3 years relevant experience.
- Mastery of MS Office (Word, Excel, PowerPoint, Outlook); Very knowledgeable on the different functionalities and uses of these tools, able to create visual templates and use Excel to compile data; Ease with technology, specifically web-based platforms.
- Strong preference for complex challenges and theoretical thinking.
- Thrives in a fast-paced, evolving environment.
- Exceptional written and verbal communication skills – perfectly bilingual (English, French)
- Excellent client-facing and internal communication style.
- A fast learner who enjoys understanding how things work across a business;
- Good at organizing tasks and prioritizing work, yet flexible;
- Self-disciplined - Demonstrates initiative and autonomy to anticipate needs; solves problems before they occur;
- Meticulous, high personal standards of quality with a strong work ethic; *particularly concerning data integrity and confidentiality;
- Customer-focused: service-oriented, always willing to be helpful, to provide support;
- A team player, good at establishing professional ties at all levels of the organization.

COMPANY DESCRIPTION

Based in Montreal, SuccessFinder is a technology company specialized in human resources. It helps companies of all sizes and industries significantly improve their agility and efficiency to recruit, develop and promote talent. In addition to its ease of use, SuccessFinder's unique and sophisticated platform helps organizations put the right people in the right roles, increasing their employees' productivity and retention rate, while maximizing their satisfaction at work.

SuccessFinder already has multiple multinational clients throughout Canada and the United States and is currently experiencing significant growth in HR Tech and 3rd generation psychometric assessments. The company can count on its strong team of PhDs in Organizational Psychology as well as its software developers to constantly refine its cloud-based platform and its predictive performance. SuccessFinder is positioned in the market as a key interface between best practices in talent analytics and machine learning.

Check out our website at www.successfinder.com

To submit your application, please forward your resume to:
carrieres@successfinder.com