

SENIOR ADVISOR

VELOCITY
ADVISORY GROUP

CLIENT ADVISORY & ORGANIZATIONAL TRANSFORMATION

REPORTS TO

President

TEAM

Advisory

COMPENSATION

\$125,000 - \$185,000

FOCUS SPLIT

Client Advisory & OD, Client Relationship Leadership, Transformation & AI, and Business Development

WHO YOU ARE

You are a senior organizational development practitioner who has spent 15+ years doing the real work — not managing the people who do it, but doing it. You have led large-scale transformations, built talent programs from scratch, and coached executives through some of the hardest moments of their leadership. You bring OD rigor and human insight in equal measure.

You have a well-developed point of view on how AI is reshaping the future of work, and you know how to translate that for leaders who are energized and overwhelmed by it in equal parts. You are not afraid to say "I don't know" and equally unafraid to say "here's what I think you should do."

You think like an entrepreneur. You see a scope gap as an opportunity. You can carry multiple clients simultaneously without dropping a thread. You don't need a lot of direction, but you do need to make a lot of impact — and Velocity is the place where you'll find it.

You are ready to travel. Not occasionally — regularly. Two to three weeks per month on the road is the norm, not the exception. You find energy in client environments, not just in your home office.

RESPONSIBILITIES

Client Advisory & Organizational Development

- › Lead complex OD engagements including organizational design, change management, workforce planning, and culture alignment — from diagnosis through implementation.
- › Design and facilitate executive-level strategy sessions, leadership programs, and workforce development initiatives grounded in OD best practices and Velocity's proprietary frameworks.
- › Partner with HR leaders and C-suite executives to translate organizational data (engagement surveys, 360s, workforce analytics) into strategic action.
- › Lead talent management work: competency frameworks, succession planning, performance architecture, and leadership pipeline development.
- › Bring a credible AI and future-of-work lens to transformation engagements — helping clients understand what AI means for their workforce, culture, and leadership model.

RESPONSIBILITIES CONTINUED

Transformation & AI Practice

- › Lead transformation engagements that span organizational structure, culture, workforce capability, and technology adoption.
- › Develop practical AI readiness frameworks, workforce AI adoption plans, and leader capability programs that make AI actionable — not just conceptual.
- › Contribute to Velocity's developing AI advisory practice with thought leadership, tools, and frameworks grounded in client experience.

Business Development & Firm Growth

- › Actively contribute to Velocity's land-and-expand growth model by deepening existing client relationships and identifying new opportunities.
- › Support proposal development and scope expansion conversations.
- › Contribute to Velocity's thought leadership through frameworks, articles, and market-facing content.
- › Share knowledge, tools, and perspective with the broader Velocity team.

Lead Advisor & Client Relationship Management

- › Serve as the primary strategic advisor on multiple client accounts simultaneously, building deep, multi-level relationships from CHRO and COO to the C-suite.
- › Navigate complex organizational dynamics — including family businesses, post-merger integration, and executive team dysfunction — with discretion and confidence.
- › Identify and pursue scope expansion opportunities in service of client outcomes, not just revenue.
- › Collaborate with Account Management to ensure seamless delivery and exceptional client experience at every touchpoint.

MEASURING RESULTS

Key Success Metrics

- › **Engagement Impact & Adoption:** whether OD and transformation work actually takes hold after the engagement ends — culture shifts stick, workforce plans get implemented, and leadership pipelines get built out, not just designed.
- › **New Business Contribution:** meaningful involvement in proposals, pitches, and scope-expansion conversations that convert into signed work.
- › **AI Practice Development:** frameworks, tools, and programs built for the AI advisory practice, with evidence that clients are actually adopting them — not just conceptual thought leadership.
- › **Client Relationship Depth:** breadth and depth of relationships across each account, from CHRO and COO through the C-suite, and standing with clients as a trusted strategic advisor rather than a delivery resource.
- › **Account Growth & Scope Expansion:** existing clients pulling this person into new problems, workstreams, or parts of the business — growth that comes from client outcomes, not just revenue pursuit.
- › **Collaboration & Delivery Experience:** quality of partnership with Account Management and other internal teams, reflected in a consistent, seamless client experience across every touchpoint.

EXPERIENCE, QUALIFICATIONS & EDUCATION

- › 15+ years of progressive experience in organizational development, talent management, change management, or workforce transformation — with a significant portion in a client-facing consulting or advisory capacity.
- › Demonstrated experience leading AI-related transformation or future-of-work engagements — or a well-developed, credible point of view you've applied in client contexts.
- › Track record of independently managing multiple client relationships simultaneously with high quality and strong retention.
- › Experience in a boutique or independent consulting environment strongly preferred. We have learned that candidates coming exclusively from large, structured firms can struggle with our pace and autonomy.
- › Bachelor's degree required; Master's degree in OD, I/O Psychology, HR, or related field strongly preferred. Coaching certifications (ICF, CCL) and change management credentials (Prosci, CCMP) are a plus.
- › Deep expertise across multiple OD and talent domains: org design, culture, leadership development, succession planning, change management, workforce planning, and/or performance architecture.
- › Proven ability to serve as a trusted primary advisor to C-suite and senior HR leaders with minimal ramp-up time.
- › Demonstrated entrepreneurial mindset — you have built things, started things, or operated in environments where you had to figure it out as you went.
- › Ability and genuine willingness to travel 2–3 weeks per month for on-site client engagements.

KNOWLEDGE, SKILLS & ABILITIES

- › Executive presence — the ability to walk into any room, earn trust immediately, and hold the attention of the most skeptical leaders in it.
- › Exceptional facilitation skills with the ability to flex between structured content delivery and emergent, high-stakes group dialogue.
- › Entrepreneurial drive — you see opportunities in white space, take initiative without being asked, and are energized by building rather than maintaining.
- › Comfort with AI productivity tools (Claude, ChatGPT, Fireflies, Grammarly, etc.).
- › Travel requirements: 50-75% of the time for on-site client engagements.
- › Intellectual range: you can move from culture assessment to succession frameworks to AI workforce strategy within the same client engagement.
- › High tolerance for ambiguity, complexity, and the reality that clients rarely present clean problems.
- › Strong written and verbal communication skills, including the ability to distill complex OD concepts into clear, executive-ready deliverables.
- › Proficiency in Microsoft Office Suite; experience with Canva, HubSpot, or similar tools is a plus.

BENEFITS

- › Fully remote
- › PTO as needed
- › 8 philanthropy community service hours
- › 401(k) with up to 3% total compensation invested by Velocity (once eligible)
- › Life insurance
- › Employer healthcare plan with up to \$322 contribution per month with Flexible Spending Account (FSA) and Health Savings Account (HSA) options
- › Employee Assistance Program (EAP)
- › Annual company offsite to collaborate and socialize with team members in person
- › 7 company holidays off, and the week between Christmas and New Year
- › Summer Friday hours between Memorial Day and Labor Day
- › Short- and long-term disability insurance coverage
- › Reimbursement up to \$75 per month coverage on Aflac policies (Accident, Critical Care, and Hospital)
- › Optional insurances: dental, vision, pet, and more

ESSENTIAL BEHAVIORS FOR SUCCESS

We do more than profess our values. We practice them through an agreed-upon and shared set of Essential Behaviors that make up the DNA of who we are. We are clear about what is important to us, and we take care that our intentions, words, thoughts, and behaviors align with those beliefs.

Start and Finish the Race

We take initiative and see it through — bringing ideas forward, acting on them, and delivering on our commitments with quality we're proud of.

Passion Delivers Excellence

We care about the craft, not just the deliverable. We sweat the details, hold a high bar for our own work, and bring our full selves to it — people feel the difference in what they receive.

Build Trusted Partnerships

We earn our place on the client's team. We deliver service that anticipates what's next, so we're the partner they call long after the engagement ends. We fall in love with the problem, the people, and the ideal state, not our solution.

Embrace Curiosity

We ask questions, challenge the status quo, and keep learning — surfacing both the problems we see and the solutions to move work forward.

Velocity Advisory Group delivers the strategic support and development opportunities senior leaders need to align their teams and lift their organization. Since 2009, we have built momentum across organizations by equipping leaders with the tools and intelligence to elevate culture, eliminate inefficiencies, and propel strategic action.

Interested applicants should send cover and resume to HR@velocityadvisorygroup.com.