



**SENIOR CONSULTANT  
ASPEN LEADERSHIP GROUP**

**Location—Greater NYC**

**[www.aspenleadershipgroup.com](http://www.aspenleadershipgroup.com)**

Aspen Leadership Group seeks a Senior Consultant to join a growing team of highly experienced and respected nonprofit leaders who are committed to supporting exceptional careers in philanthropy. ALG seeks to expand our impact by adding expertise to our team, with a special focus on enhancing our

- expertise and networks developed through working in NYC-based institutions;
- expertise and networks developed in working in the social justice, social and community service, and/or family and children's services parts of the nonprofit sector; and
- skills and abilities developed through leading or co-leading diversity, equity, and inclusion efforts in specific nonprofit organizations or in the larger nonprofit sector.

ALG Senior Consultants draw on experience gained through successful careers in fundraising and nonprofit leadership, and they share that experience broadly, with individuals entering and advancing in leadership roles in the nonprofit sector. They extend their impact on the world of philanthropy by helping leaders and emerging leaders join and create diverse, inclusive, and high-performing teams, through executive search, career counseling, and consulting services, and through contributing to thought leadership by speaking and writing on the subjects of inclusive recruitment and inclusive approaches to philanthropy.

ALG's Senior Consultants are natural networkers who love investing in the career growth and success of colleagues and friends. They have a profound respect for philanthropy, have substantial experience with philanthropists at all levels, and seek to strengthen the nonprofit sector through sharing that experience and focusing on supporting exceptional careers in philanthropy on a national scale. They are committed to inclusive recruiting practices and to strengthening diversity, equity, and inclusion throughout the nonprofit sector. Rather than approaching searches as transactions, they draw on years of success in building long-term relationships with donors and apply those skills in building lasting talent management partnerships with clients and candidates.

**REPORTING RELATIONSHIPS**

The Senior Consultant will report to Founding Partner and Senior Consultant, Ron Schiller.

**ALG'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

Aspen Leadership Group believes that an organization's capacity to reflect and respond to the rich diversity of our society profoundly impacts its ability to fulfill its mission. Accordingly, ALG is committed to fostering, cultivating, and preserving a culture of diversity and inclusion, both in our own company and in partnership with our clients and the individuals we serve. ALG has established strong relationships with various industry associations to increase diversity in the nonprofit sector. For years, we have built lasting, deep partnerships with numerous organizations as advisory board members, volunteer chairs, presenting and attending conferences, and meeting

with leaders as they build their capacity. Founding Partner Ron Schiller and ALG Associate Angelique Grant are the co-authors of *Diversity, Equity, and Inclusion in Advancement: A Guide to Strengthening Engagement and Fundraising Through Inclusion*, which includes contributions from numerous ALG team members, clients, and colleagues.

### **PRIMARY RESPONSIBILITIES**

The Senior Consultant will

- work with clients, candidates, and ALG team members to lead assigned searches to a successful conclusion;
- employ and contribute to continuous improvement of ALG's inclusive recruitment approaches and practices;
- contribute to business development by tapping personal networks, stewarding client and candidate relationships, offering free career counseling to individuals in and interested in careers in philanthropy, executing searches and other consulting projects at the highest levels, speaking, writing, attending conferences, and otherwise strengthening ALG's networks and reputation;
- engage with every candidate and with other Philanthropy Career Network members with a focus on building and sustaining career-long relationships, rather than search-specific relationships only;
- actively advance the philanthropic sector's awareness, understanding, action, and behavioral change in the areas of diversity, equity, and inclusion through daily work with clients and candidates; and
- lead and/or participate in other consulting projects, speaking, and writing based on expertise and interest.

### **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Aspen Leadership Group seeks a Senior Consultant with

- superior relationship management skills;
- a proven track record of promoting the careers of nonprofit professionals;
- cultural competency and sensitivity as well as an ability to understand different viewpoints and experiences, demonstrate respect for others, adapt to different cultural settings, and accept cultural differences;
- comprehensive knowledge of philanthropy and best practices in the fundraising profession, preferably with experience in nonprofit and social impact environments;
- empathy, authenticity, tact, and fluency in all forms of communication including written and oral, electronic, and in-person—one-on-one as well as in a group setting;
- the ability to act as a thought partner to leaders as well as a career coach to candidates;
- the ability to work independently with minimal support;
- creativity, adaptability, the ability to generate ideas, and comfort with risk-taking;
- competency with technology as well as an ability to adapt to new technology;
- the ability to thrive in a virtual office environment; and
- a collegial, respectful nature.

Senior Consultants join ALG with significant experience in the role of Vice President for Advancement, Chief Development Officer, or Executive Director/CEO and at least 20 years of experience in the nonprofit sector.

Preference will be given to candidates with

- expertise and networks developed through working in NYC-based institutions;
- expertise and networks developed in working in the social justice, social and community service, and/or family and children's services parts of the nonprofit sector; and
- skills and abilities developed through leading or co-leading diversity, equity, and inclusion efforts in specific nonprofit organizations or in the larger nonprofit sector.

### **BENEFITS**

Aspen Leadership Group offers competitive benefits including comprehensive health insurance and a 401(K) retirement savings plan.

### **LOCATION**

The Senior Consultant may work from any location with excellent internet service and access to an airport. Occasional travel is required.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, please visit:*

[Senior Consultant, Aspen Leadership Group.](#)

*To learn more about this position, please contact:*

[ronschiller@aspenleadershipgroup.com](mailto:ronschiller@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*