

Thorek/Scott and Partners (TSP) has been connecting accomplished organizations with talented individuals for almost four decades. At TSP, our track record of successfully completing challenging searches across the professional spectrum has earned us an exceptional reputation at the forefront of the recruitment industry. Our Canadian and International clients include: global banks and non-bank financial institutions, private equity and investment funds, professional service firms, and entrepreneurial businesses in a variety of industries. We value the human connection and distinguish ourselves through an unwavering dedication to understanding the goals and motivations of our clients and candidates alike.

Industrial/Organizational Psychologist for Prestigious, Strategic Consulting Firm

Position Overview:

Our Client helps Boards make the right decisions on executive compensation and its governance and board effectiveness, within an environment of heightened complexity and scrutiny. They work with public and private company Boards who understand that experience and judgment, not just data, drive decision making.

Our Client is looking to grow their Board Effectiveness practice and are searching for a pro-active, strategic thinking individual to support the Board Effectiveness Practice Area by means of coaching Boards about their effectiveness, CEO succession and CEO performance management. The selected candidate will bring a PhD in Psychology and boardroom gravitas to ensure the firm retains the specialist knowledge and credibility necessary to offer these services into the future.

The primary responsibility of the Industrial/Organizational Psychologist will be to work with the Board Effectiveness Partner and other staff in growing this practice and continuing to develop this practice for the firm.

This is an exciting role with significant stretch opportunity. The individual is expected to play a critical role in the company's current and future growth of the Board Effectiveness business.

Responsibilities:

- Successfully delivers services in Board evaluation, CEO performance management and CEO succession/transition services areas, being the second in command on a majority of accounts.
- Provides support to the company in 3 specific practice areas:
 - Board Evaluation and Action Planning

- Building evaluation design
 - Gathering data from surveys/interviews
 - Synthesizing data and writing reports
 - Providing feedback and action planning
- CEO performance management:
 - Designing overall performance management process
 - Participating and facilitating discussions on performance management metrics with the Board and CEO
 - Documentation of the process and execution of the outcomes
- CEO Succession Planning and Transitions:
 - Designing the succession planning and transition process
 - Creation of CEO Profile For Success
 - Assessment of Candidates
 - Board and Candidate Feedback
 - Board Decision Support
 - CEO Transition Management and Development Planning
- Leads the continuing communication and education about, and advocacy for, the services within the company.
- Partners in continuing to market these services to existing clients and building Board effectiveness brand externally.
- Conducts regular meetings with clients to clarify objectives and develop a strategy/action plan that will help achieve their goals.
- Helps clients embrace their potential for growth and adjust their thinking so that they can facilitate improvements in their performance and change their strategies for dealing with specific issues.
- Reports on project progress, offering viable solutions and opportunities as they arise.
- Actively engages in marketing, prospecting, and business development.
- Participates in corporate initiatives and special projects.
- Commits to the shared success of the team and contributes to the performance and wellbeing of the company.
- Participates in training and professional development opportunities.

Qualifications:

- Candidate must possess a PhD in Psychology
- 8+ years of experience in internal or external consulting, specialist knowledge
- Fluency in French an asset

Contact Information:

Should your skills and experience match the requirements of this position, please forward your resume to **Lisa Millar** at **Thorek/Scott and Partners**. **APPLY**

TO: lmillar@thorekscott.com

All inquiries and applications will be held in strict confidence.

We regret that only qualified candidates will be contacted.

If you're not interested, but know someone who is, please help a current or former colleague in their career development by referring them.