



## JOB DESCRIPTION

### Job Title: Insights Consultant & Organizational Psychologist

Newmeasures is a boutique firm of Industrial & Organizational Psychologists with expertise in designing and executing employee listening strategies. We believe that listening to employees provides organizations with insights that allow them to thrive.

As a member of Newmeasures consulting team, you will work directly with client leadership teams and HR professionals to understand and impact employees' experiences at work. You will also contribute by advancing Newmeasures internal research, product development, and thought leadership. Teammates' roles, projects, and responsibilities are designed to align with personal strengths, interests, and goals. This is a full-time, client-facing role.

#### **Work Environment:**

Newmeasures is a fully virtual and remote work environment. Employees will be provided with the necessary equipment to execute their professional responsibilities from home. Most work is expected to take place between 8am and 5pm Mountain Time, but there may occasionally be a need to facilitate client meetings outside of normal business hours. Occasional travel, including in-person meetings, may be required, but it is not expected to be a regular part of the role.

#### **Core Responsibilities:**

- Consult and advise clients on employee listening strategies, including listening methods such as employee engagement, leadership 360s, onboarding, exit, and customized employee surveys
- Connect employee listening strategies to the broader strategic goals of the client organization with a focus on building a listening culture
- Execute client-facing projects from start to finish, including survey design, data analysis, preparation and presentation of employee survey results (e.g., for Executive Leadership, HR leadership), among other consulting responsibilities
- Create and deliver best practice and recommendations to clients for survey follow-up and action planning
- Own customer account management to ensure renewal of projects and contribute to opportunities to upsell/cross-sell
- Develop and maintain familiarity with Newmeasures technology platforms to assist in product development and client advisement
- Demonstrate a strong understanding of, and commitment to, customer service
- Support and manage Newmeasures product research and development, such as developing new survey tools and conducting ongoing research to support the validity and utility of Newmeasures core tools
- Contribute to the sales and marketing functions as a subject matter expert (e.g., participation in sales conversations, solutioning and scoping non-standard work)
- Support Newmeasures normative database management, including mapping client data to Newmeasures' database, reviewing benchmarking norms for relevance, and using benchmarking norms to interpret clients' survey results
- Manage and contribute to internal research and writing projects to advance the team's thought leadership (e.g., case studies, blogs, webinars, white papers)

## Qualifications:

- Masters or Ph.D. in Industrial and Organizational Psychology
- Minimum of 3 years of work experience, including survey/assessment design
- Ability to understand customer survey needs and create a content valid survey that provides actionable insights
- Experience executing survey projects in technology solutions such as Qualtrics, Medallia, and Confront is a plus although not required
- Experience with statistical software such as SPSS or R
- An understanding of research design and statistical approaches to answer applied questions with data Demonstrated experience working with executive teams to communicate key findings and provide recommendations.
- Proven ability to translate complex statistics in to easy-to-understand, actionable insights.
- Ability to navigate difficult conversations and audiences with credibility and authority
- Ability to work and thrive in a remote work environment
- Ability to work independently and manage multiple clients, projects, and deadlines
- Ability to build trust and maintain strong relationships (internal and external)
- Capabilities in teamwork and being a proactive contributor
- Strong oral and written communication skills, including presentation skills
- Strong critical thinking and analytical skills
- Strong problem-solving skills with the ability to exercise mature judgement
- Business acumen
- Ability to manage ambiguity
- Commitment to upholding honesty, integrity, and ethical behavior at all times
- Must be legally authorized to work in the United States without the need for employer sponsorship, now or at any time in the future.

**Base Salary:** \$75,000 – 105,000 commensurate with years of experience and demonstrated skills

## What you can expect working with Newmeasures and are expected to help grow



### We Care for People.

- We care deeply for our team, honoring the fact that we are human beings with lives at home and work. We have high expectations of one another and value the unique contribution of each individual.
- We build relationships and deliver service that supports the humanness of our clients
- We create products that support listening & connection at work



### We Own It and Figure it Out

- We proactively take ownership for our work and making a contribution that furthers the business
- We solve problems and innovate
- We know when to ask for help, but still take ownership for getting our work over the finish line

To apply for this position, send your resume and cover letter to [wendy@newmeasures.com](mailto:wendy@newmeasures.com)