

# GRAVITAS

## CONSULTANTS

### I. VACANCY INFORMATION

|                       |                       |               |                                    |
|-----------------------|-----------------------|---------------|------------------------------------|
| Job Function:         | Assessment Consultant | Job Level:    | Consultant or Manager or Principal |
| Home Base:            | Beirut or Amman       | Travel Cover: | GCC (mainly KSA)                   |
| Application Deadline: | By 31 January 2020    | Start Date:   | By 01 April 2020                   |

Submit your candidacy profile (cover letter + curriculum vitae), while specifying the level you're applying for, to [raffi.elmadjian@teamgravitas.com](mailto:raffi.elmadjian@teamgravitas.com). Applications missing a cover letter or a curriculum vitae will be rejected without notice.

### II. COMPANY BACKGROUND

**Gravitas Consultants is the do-tank of the Middle East consulting industry.**

Our purpose is to partner with top-tier consulting firms in order to maximize the impact of their client engagements. We achieve our purpose through our international team spread across the Middle East and Europe, renowned for being certified practitioners in our craft and recognized professionals in our field.

Our passion lies in unlocking strategic value and creating business impact. We fulfill our passion through transforming organizational culture and developing leadership capability, within the entities we partner with and through the people we engage.

Our breadth of experience covers the complete value-chain of human capital consulting. We deliver our experience through our professional values of depth in work output, commitment to quality standards, and impact on business and people.

**Gravitas Consultants is based in Lebanon and operates across the Arab world.**

### III. POSITION SUMMARY

As an **Assessment Consultant**, basic responsibilities revolve around assessment of individuals in their workplaces, for the purposes of selection/recruitment, career growth, leadership development, and career coaching.

Assessments involve psychometric testing, behavioral interviews, business simulations, case studies, situational judgment tests, and other quantitative and qualitative methods, delivered individually or as part of group-based Assessment Centers. The assessments aim at identifying strengths and areas of development, and make recommendations for developing behavioral competencies and leadership capabilities, which are communicated through feedback sessions and Arabic/English reports. The **Assessment Consultant** will also interface with other solution areas of Gravitas Consultants (such as Leadership Development) to maximize the value of Assessment deliverables.

If accepted by Gravitas Consultants, the **Assessment Consultant** will be based in Lebanon at our offices in Regus (Dbayeh), and will operate across the Arab world following the GCC work week (Sun-Thu) and GCC public holidays, with frequent business travel required (up to 5 days a week / 4 weeks a month – depending on project requirements).

## IV. REQUIRED PROFILE

### The ideal candidate has:

- ✓ MS/MA degree in a related discipline such as Psychology/Behavioral Science but with a focus on business and organizational settings, or MHR/MBA but with a focus on behavioral sciences.
- ✓ British Psychological Society (BPS) Levels A/B Certification, or European Federation of Psychologists' Associations (EFPA) Levels 1/2 Certification, and/or relevant credentials such as assessment certifications or tool accreditations.
- ✓ English and Arabic languages are essential; you must be excellent in both writing and reading, Arabic equally to English.
- ✓ 5+ years of experience with assessment centers, psychometric tests, behavioral interviews, and assessment report development in both Arabic and English equally. Comparable experience in a related field with transferrable skills may be considered.
- ✓ Excellent interpersonal skills, and ability to work in a dynamic and fast-paced business.
- ✓ Excellent knowledge of MS Office.
- ✓ Tech-savviness and openness to integrate technology for a more efficient virtual work environment.
- ✓ Flexibility to learn quickly and adjust to a diverse workforce operating across countries and time zones.
- ✓ Readiness to work with individuals from different countries and backgrounds.

## V. VALUE PROPOSITION

### You will:

- Be at the forefront of the MENA region's largest human capital transformations through Gravitas Consultants' client engagements, partaking in inter-disciplinary projects and interfacing with senior executives.
- Gain broad exposure to, and deep expertise in, leading practices and proven methodologies, engaging through challenging job assignments and rigorous training programs, while getting assigned a personal coach.
- Work closely with, and learn immensely from, thought leaders in their respective fields, advancing your knowledge and experience in Talent Assessment and Leadership Development.
- Thrive in Gravitas Consultants' multi-cultural organizational environment, collaborating with colleagues from around the world and forging lifelong professional relationships.
- Be financially compensated competitively against your local market, through an attractive total reward package consisting of both fixed and variable pay, first class regional insurance, and tech gear.