



**TRANSFORMATION CONSULTANT OPENING [EXPERIENCED]
WASHINGTON, DC / NORTHERN VA**

Experience Requirement: 5+ Years

Degree Requirement: MA / MS / MBA or Equivalent

Security Clearance Requirement: Secret

The Company

Founded in 1994 by leadership author and executive consultant Dr. Marta C. Wilson, Transformation Systems Inc (TSI) is an award-winning woman-owned, small business headquartered in Arlington, Virginia. We are an executive strategies, industrial and systems engineering firm. We are transformation coaches, advising and facilitating individual, group, and organizational transformation and mission-focused results in both commercial and government settings. We have a critical mass of highly motivated and insightful experts in the fields of engineering, psychology, business and evaluation. Since 1994, TSI has kept leaders in motion to transform their workplaces into leaner, faster, smarter and better organizations. Services include: organizational change facilitation; strategic and implementation planning; process and results improvement, professional development training; leadership coaching; and organizational results measurement. For more information about TSI, please visit www.transformationsystems.com. TSI has satellite offices in Blacksburg, VA; McLean, VA; Richmond, VA; Stafford, VA; and, Washington, DC.

The Positions

The *Transformation Consultant* position is a critical role within TSI, requiring both consulting and change management skills. Ideal *Transformation Consultants* have strong interpersonal, analytical, problem-solving, platform delivery, facilitation, and report writing skills and experience. Successful *Transformation Consultants* are able to work on multiple client projects/products simultaneously while collaborating with TSI staff and clients and maintaining a high level of customer service and quality. Work projects will include direct support of TSI clients' mission-focused results as well as the design, development, and delivery of organizational change and improvement solutions.

Hires will join a highly motivated team of innovative professionals who utilize leading edge development methodologies and applications to deliver world-class workplace transformation solutions. Ours is a fast-paced environment appropriate for adaptable, entrepreneurial-minded individuals. Hires will be immersed in chaotic client environments with ambiguous, ill-defined problem sets and are expected to diagnose the situation and design/implement a constructive way ahead with a high degree of independence.

One position is offered half-time at Quantico/Stafford with the potential to become a full-time position for a candidate capable of serving our clients in both Quantico and the Washington Navy Yard. A full-time Washington Navy Yard position is also available.

- Responsibilities include:
- Developing and delivering high quality project deliverables, including interviews and working meetings; small and large group facilitation; business process analysis and improvement; and training workshop delivery.
- Acting as an internal subject matter expert in your particular field of study, providing support to internal team members on TSI solutions and service offerings.
- Contributing to the on-going development of TSI solutions, intellectual property, and best practices by identifying new opportunities, collecting data, and developing TSI's body of knowledge.

Qualifications

The ideal candidate will have relevant applied industrial and organizational psychology, industrial and systems engineering, and/or business administration experience and superior interpersonal and written communication skills as well as an ability to define problems and implement a complex deliverable. Viable candidates must have an ability to lead and adapt to change, work effectively with people from different backgrounds and cultures, and have a strong customer focus. A professional image, a fun outlook, and a commitment to achieve individual, team, and company goals are all a must as well as a strong drive for results. A Master's Degree in Industrial/Organizational Psychology, Industrial/Systems Engineering, Business Administration, or a closely related analytical field is required. A Six Sigma Black Belt is preferred. Strong knowledge of MS Office applications is necessary. Must be portable-office-savvy: able to manage PDA, computer connections, wireless, operating system, file sharing, etc. as enablers to effective consulting. Current Secret security clearance preferred. Exceptional candidates with the qualifications to promptly attain an interim Secret clearance will be considered. Secret clearance required for continued employment.

TSI is an equal opportunity employer, committed to developing a team of diverse professionals. If you are interested in becoming part of our team, please e-mail your resume to

Teresa Hartnett at th@transformationsystems.com