

Title: Principal

Cambria is looking for a US-based Principal to join our Coaching Practice. The Principal's primary responsibilities consist of developing and delivering high-quality and innovative strategic coaching solutions to private and public sector clients, including engaging in executive coaching at VP through C-Suite levels; managing complex client projects and accounts; generating new business; collaborating and partnering with the Coaching Practice to support the success of the team and grow the business.

Responsibilities also include driving collaboration with our parent company, Spencer Stuart, on client projects; creating and maintaining relationships with key Spencer Stuart contacts; partnering in ongoing marketing and education activities to support Spencer Stuart's understanding of Cambria's offerings.

Our intellectually challenging and informal atmosphere requires self-management, initiative, teamwork, customer focus, flexibility, and accountability. This position provides a great opportunity for an experienced professional to utilize extensive subject matter expertise, executive coaching experience, and account management and business development skills in a professional services setting.

Key Responsibilities

- **Client Account/Project Management & Service Delivery.** Build and maintain client relationships, partnering with key organizational contacts on an ongoing basis; actively engage in executive coaching, both within own client accounts and other Cambria and Spencer Stuart client organizations as needed; share coaching subject matter expertise with clients through regular account calls and/or ad-hoc requests; provide executive coaching subject matter expertise to and actively partner with Client Services Managers to develop solutions, proposals, and contracts; source coaches; troubleshoot; ensure coach accountability, etc.; provide master coach support to Cambria cadre coaches active within Cambria and Spencer Stuart client organizations; collaborate with Cambria colleagues to develop and deliver client services, including modifications of approaches to meet client needs; where appropriate, identify opportunities and refer business for Spencer Stuart Leadership Advisory Services; leverage subject matter expertise within Cambria and Spencer Stuart, when needed, in such areas as competency modeling, selection, leadership training/development, performance management, executive assessment, succession planning, and executive coaching.
- **Business Development.** Take on new client leads/sales opportunities – facilitate client meetings to vet need, provide subject matter expertise based on need, partner with Client Services Managers to follow up with clients, etc.; generate new client accounts and new or expanded projects within existing accounts; prepare client proposals and deliver sales presentations; maintain periodic contact with existing and past clients and contacts; partner on development of accurate and profitable pricing models for projects and services.
- **Practice Contribution & Development.** Develop deep understanding of Cambria's value proposition, areas of expertise, and distinctiveness in order to effectively represent them in the market; contribute to the development and delivery of new, value-added client services and solutions that contribute to firm profitability and growth; provide executive coaching thought leadership and expertise to the firm for marketing, conference presentations, blogging, white

papers, etc.; collaborate with the Coaching Practice to address operational and other challenges, contributing to effective and efficient solutions in support of clients and the Practice; interview potential coaches and make recommendations to the Coaching Practice in network selection process, actively invest in getting to know coaches in the Cambria Network, facilitate Coach Network events.

- **Company Participation.** Contribute actively on company teams, initiatives, and projects; demonstrate Cambria's core values of collaboration and respect for all employees; take ownership to correct or improve problems, systems, and processes; build and maintain personal connections and positive, productive working relationships with colleagues in a semi-virtualized organization.

Key Experience & Qualifications

- Depth of understanding of executive coaching and strategic application of executive coaching as a lever for talent management/development/succession
- Depth of experience coaching executives at the VP level and above, including C-Level executives
- Executive Coaching Training Certification or equivalent
- 5-8+ years of experience developing and delivering high-quality HR or talent development services within corporate businesses as an internal leader/associate. Or track record of penetrating existing client accounts to expand the breadth and depth of relationships and sales, and of acquiring new clients through marketing visibility, thought leadership, and/or leveraging contact networks.
- Track record of developing innovative talent solutions in response to client/market needs
- Advanced degree in the behavioral sciences, business, adult development, or other related field
- Certification and proficiency in administering multiple assessment instruments
- Aptitude for learning and using new technology applications
- Proficiency with Microsoft Office Suite; self-sufficiency in Word, Excel, and PowerPoint

This position requires travel.

Company Description

Cambria Consulting is a human resource management consulting firm specializing in developing people solutions that drive business performance. Since 1985, Cambria has helped Fortune 500 companies, government agencies, and nonprofits accelerate the development of organizations, teams, and individuals — from C-suite executives to front-line employees — to reach higher levels of performance.

Our work spans the talent life cycle with a holistic approach that integrates consulting, coaching, assessment, training, and technology. We help clients achieve their strategic objectives through HR solutions that inform, align, and engage employees at all levels.

Our range of services includes individual and team coaching, 360-degree feedback processes, executive and team assessment, team development, organizational assessment, competency modeling and role profiling, succession planning, leadership program architecture and delivery, custom and off-the-shelf training, and online talent processes.

We take a business-centered approach, aligning our work with our clients' business strategies and existing talent processes and creating customized programs and solutions that support strategy execution.

In 2020, Cambria was acquired by Spencer Stuart, a leading global executive search and leadership advisory firm, to extend its focus on individual and team development and give Cambria a global footprint. We have retained our brand and are now known as *Cambria Consulting, a Spencer Stuart Company*.

If you are interested in applying for the Principal position, please send your resume and a cover letter to recruiting@cambriaconsulting.com.