



Executive Brief:

Consultant - The Americas

SRI Executive



SRI Executive
Search & Consulting

About SRI Executive

SRI Executive is a leading Executive Search and Consulting firm in the global development space. For more than 25 years, we have assisted over 300 mission-driven organisations in identifying and developing outstanding leaders, building future-ready strategies, and improving their overall organisational effectiveness.

With in-depth expertise, an exclusive network and a tailored approach to each of our clients, we provide the support you need to achieve meaningful global change. Through Executive Search, we connect organisations with leaders with the technical and behavioural skills to drive lasting impact. In Consulting, our purpose-built team works in partnership with clients to design, test, and implement effective and sustainable solutions across leadership, governance, organisational development and strategy.

With SRI's support, our clients are able to enhance their capability, capacity and resilience, leading to improved performance and results.

We focus on six key thematic areas including Foundations, International Development, Global Health, Development Finance, Sustainability and Education.

Our Vision is to contribute to global development, sustainability, and equality through people and strategy.

Our Mission is to strengthen our partners through identifying and developing exceptional leaders and co-creating strategies that deliver global impact.

Lasting impact starts with us.

For more information, visit www.sri-executive.com.





Our Executive Search Team

The right person can provide an organisation with the insight and talent it needs to achieve transformational change and drive its mission forward.

SRI Executive's extensive experience, highlevel network and expansive reach allow us to identify exceptional talent from around the world. With an in-depth consultation process, we will home in on the skills that will define the best candidate for the role and design a search strategy that will ensure a successful placement.

SRI's cross-sectoral experience and our team's knowledge and connections allow us to source an extensive range of candidates with unique backgrounds and a diverse skill set for every search. Through our support, you will find the talent required for lasting success.

Values at SRI Executive

SRI Executive is a people-centred, values-driven organisation that appreciates the unique contributions of every member of our team. Rather than seeking mere 'culture fits', we actively seek individuals who enrich the fabric of our team culture. Every person brings a unique perspective and skill set, enriching our collective team and reinforcing our unwavering commitment to our work. Together, we have collaboratively developed a set of core values that reflect our shared passions and motivations.

Our Global Team



Who We Work With



Our Core Competencies

- **Results orientation:** focussed on delivering high-quality results and navigating changes or obstacles to achieve this.
- **Judgement:** effective at the process of decision-making, grounded in a robust understanding of SRI Executive, its clients, and its operating context.
- **Communication:** clearly and candidly communicate with colleagues, clients, and others.
- **Trustworthiness:** reliable and operates with integrity, in alignment with SRI Executive's values - to build trusted relationships.
- **Collaboration:** work collaboratively with clients and colleagues, fostering a positive working environment within teams and the wider organisations.

Role Purpose

The Consultant reports directly to the Global Director of Search. The role gives you the opportunity to lead and manage all aspects of an executive search process, working with our clients at both national and international levels. You will engage with them to fully understand their specific hiring requirements and leverage our market knowledge and extensive networks to source and identify their talent needs. Working with our team, you will grow our brand internationally, supported by a global team.

As a Consultant, your work will include client lead generation, pitch preparation and deep client engagement; undertake client needs assessment and understand client culture and values; develop search timeline and search launch process; develop and select a pipeline of candidates for a wide portfolio of searches through sourcing, in-depth selection process and dedicated client management.

At SRI Executive, we partner with our clients to deliver the highest quality transparent search process. Our Consultants are central to our client engagement and are passionate about delivering solutions to meet our client's needs.

The Consultant must excel in project management and have excellent communication skills. We are seeking a person with the intellectual skills and ethical values necessary to understand a complex assignment, the empathy to understand the organizational needs of our clients, the skills and intuition to identify world class leading candidates, the advocacy skills to engage candidates and clients, and the capacity to lead and engage as part of a core project team and a wider corporate family. These traits are fundamental to our continued success.

As a Consultant, you will be required to travel 10-30% of the time, depending on your location and the needs of our clients.





Responsibilities

- Oversee all aspects of a portfolio of quality-driven international executive searches.
- Consistently delivering extraordinarily high levels of client service, including timely delivery of all search-related deliverables.
- Provide advice in a consultative capacity regarding their strategic hiring decisions and organizational development.
- Guide and support the research and support team to develop and execute search-specific strategies and ensure they meet agreed timeframe and deliverables.
- Collaborate with operations and research staff to oversee sourcing, interviewing and assessment of high-quality candidates and ensuring that all candidates have a positive experience with SRI Executive.
- Cultivating and stewarding high-level candidates through the selection process.
- Contribute to the development and growth of the business through current long-term agreements, managing current client relationships, developing new clients, and ensuring we leverage quality of relationship management.
- Participating in internal projects to develop the highest quality recruitment services and products and identify opportunities to maximize efficiencies.
- Continually improve processes and systems to further develop SRI as an organization of excellence in executive search.

Experience

- Bachelor's degree (ideally an advanced degree).
- Spanish Language fluency is highly desired.
- A deep understanding of the international development and non-profit sector.
- 5+ years' experience successfully leading and managing end-to-end global executive search processes with a successful track record of filling high-level mandates.
- 10+ years of overall experience.
- Deep experience engaging with clients to understand their specific requirements for executive roles, including the skills, experience, and cultural fit needed.
- Demonstrated ability to build and maintain a robust network of high-quality candidates.
- Experience in using analytics and dashboards to manage performance and ensure superior quality in all consultant activities.
- Exceptional Client Management and Business Development experience delivering opportunities for the business.

Location

(remote based) Washington DC or LATAM





Join Our Team

SRI Executive offers career opportunities that are both intellectually challenging and have a positive impact on the world we live in. We partner with leading global mission-driven organizations to place and develop top leadership talent and co-create impactful strategies. By joining our team, you will be able to do what you are naturally good at, enhance your skills and knowledge, and continually grow and develop in your role.

We invite qualified candidates to apply for this exciting opportunity to collaborate with and inspire a team of talented executive search professionals, driving excellence and achieving outstanding results.

Please send your CV and Letter of Motivation to Consultant@sri-executive.com.



Privacy Policy

Your privacy is important to us. You can view SRI Executive's Privacy Policy [here](#). Thank you in advance for your cooperation.



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