About the Organization

Headquartered in Eagan, MN (Minneapolis/St. Paul metro area), Questar holds a reputation as one of the nation's preeminent research firms specializing in organizational research. Established in 1985, we count dozens of the country's best-known and largest organizations as clients across a diverse range of industries. Today Questar leads the industry in serving the needs of the global organization and complexities of surveying in differing cultures, languages, and environments.

At Questar, we understand that the quality of analysis determines the value of information. Our objective at Questar is to deliver findings to our clients that are accurate, insightful, and actionable. To confirm the known. To uncover the unknown. To provide information that can close the gap between satisfied employees and fully engaged, high performance employees.

About the Job

Questar currently has an opening for a Senior Consultant on our Global Survey Research Consulting team. As a Questar Consultant, you will have an opportunity to use all of your skills and learn and grow in an innovative, fast-paced environment. Questar consultants work with clients to improve organizational effectiveness, create new tools and processes, and deliver exceptional quality solutions in a customer-intimate, team-based environment. The successful candidate will:

- Identify clients' needs and develop a solution to meet their needs
- Build relationships with large and small clients locally and around the world, working closely with business leaders to improve their leadership skills, enhance organizational effectiveness, and drive business success
- Manage a team of senior, associate, and adjunct consultants, ensuring the team's success in meeting client needs in a timely manner
- Design survey follow-up programs that drive effectiveness and change throughout client organizations
- Provide consulting services including survey content development, statistical analysis, creating reports and presenting research findings
- Work with internal sales, client services, and other teams to determine the best method for achieving project goals
- Use statistical analysis to identify key drivers of employee performance, customer satisfaction and business success
- Assist sales staff in preparing and responding to Requests for Proposals
- Create new tools and processes to build Questar's capabilities and client offerings
- Collaborate with other consultants on proposals, lead generation and marketing
- Participate in the development of thought leadership material including articles, best practices, blogs and white papers
- Represent Questar at trade shows and conferences, including leading presentations at these events
- Perform other miscellaneous duties as assigned by Vice President

Contact information:

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Visit our website at www.questarweb.com to find out more information about Questar or view other open positions.

Job Requirements

Required:

- Ph.D. in Industrial/Organizational Psychology
- Minimum of 5 years' external consulting experience (8-10 years' preferred) in employee engagement and 360 degree feedback programs
- Experience effectively consulting with clients at all organizational levels including C-Suite executives
- Demonstrates interest and/or experience being a leader of people and teams
- Expert in survey research practices, including employee engagement, 360° feedback, customer satisfaction, and exit surveys
- Knowledge and experience in competency modeling, leadership coaching, training, and action planning
- Comfort and expertise in organizing, analyzing, and summarizing large sets of quantitative and qualitative data
- Comfort conducting business development activities and supporting the sales function including drafting Requests for Proposals and leading presentations
- Capability to coordinate multiple priorities, projects and clients simultaneously
- Extreme attention to detail
- Stellar verbal and written communication skills
- Strong team player
- Proficiency in Microsoft Office Suite and SPSS
- Willingness to travel 25-30%

Preferred:

- Willingness to relocate to Minneapolis/St. Paul metro area

Application Instructions

Questar is an equal opportunity employer. If you are interested in joining our team, please send your resume to: careers@questarweb.com