

# R Russell Reynolds Associates | Associate

Driven by our purpose to improve the way the world is led, consultants with Russell Reynolds Associates step up to the challenges our clients face and take them as their own. At the firm, you will leverage your existing industry or advisory experience, providing insightful and impactful counsel to our global client base.

## Role Responsibilities

### Quality Delivery

- Partner internally and with clients to execute search and consulting processes, from needs assessment to completion, with the highest level of quality and excellence at every stage
- Deliver a search and consulting strategy applying RRA market intelligence with information gathered about our clients' challenges and strategic goals
- Drive candidate and client engagement by seeking out and establishing new connections
- Enhance the client experience to make a significant impact on the client organization

### Market Leadership

- Research and stay up to date on industry trends and thought leadership, translating that into insights and advice relevant to client leadership needs and issues
- Cultivate a reputation internally within RRA as well as externally as an expert in your industry/capability

### Client Development

- Throughout the search and consulting process, consistently deliver credible, insightful, impactful, and nuanced counsel to the client
- Deepen and nurture long-term client relationships through the execution of the highest quality work and partnerships
- Participate in a range of valuable business development activities that enhance client relationships

### Firm Contribution

- Use the experience and information gained in client work to grow the firm's intellectual capital and knowledge
- Mentor and develop colleagues in execution best practices in alignment with our culture of apprenticeship and collaboration
- Demonstrate effective team collaboration skills and contribute to a culture of constructive feedback

## Candidate Profile



### Driving Results

Rigorously holds oneself and others accountable for achieving high levels of individual and organizational performance.



### Challenge Seeking

Attracted to first-time situations and stretch goals that put their abilities and those of the organization to the test.



### Entrepreneurial Orientation

Quick to seize and capitalize on trends and opportunities.



### Learning Agility

Absorbs new information and the significance of changes in dynamic situations. Has an expansive ability to apply logic and analytical reasoning to handle multi-dimensional problems.



### Tenacity & Determination

Determined in the pursuit of the best for clients, overcoming obstacles and continuously reinventing solutions to drive organizational impact.



### Effective Communication

Highly articulate and able to convey important messages in a clear and compelling manner. Listens and reflects in order to ascertain the best way to communicate both internally and externally.



### Impact & Influence

Generates a strong presence based on bearing, style, words and behavior.



### Developing and Leveraging Relationships

Creates and cultivates internal and external networks of people, utilizing that network to accomplish objectives.



### Emotional Intelligence

Develops insights regarding stakeholder perspectives, paying special attention to professional, personal, and cultural context.