



# Russell Reynolds Associates | Executive Director

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

## Role Responsibilities

### Market Leadership

- Deliver insightful and meaningful market knowledge to the client that demonstrates capability and expertise
- 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
- Develop a reputation for deep industry/capability expertise and be recognized by leading companies within the sector as a trusted advisor

### Client Development

- Position yourself as an industry subject matter expert and provide counsel on complex client challenges in the context of market dynamics
- 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
- Pursue a range of valuable business development activities, including enhancing current client relationships as well as seeking out and establishing new business opportunities

### Quality Delivery

- Guide clients through search and consulting processes, from needs assessment to completion, at the highest level of excellence
- Develop a search and consulting strategy applying RRA market intelligence with information gathered about our clients' challenges and strategic goals
- Manage and enhance the client experience to make a significant impact on the client organization

### Firm Contribution

- Own and develop an area of expertise, growing the firm's intellectual capital and establishing RRA's credibility in that market
- Embody our culture of apprenticeship and collaboration by mentoring colleagues in a range of areas including RRA best practices for execution and business development
- Be a people leader, playing a direct role in the management of people, including attracting external talent and developing our internal talent

## 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.