

Analyst Position Profile

About Contemporary Leadership Advisors

Contemporary Leadership Advisors (CLA) is a leadership and organizational effectiveness consulting firm that integrates business expertise and behavioral science to help leaders overcome the challenges of managing business and people amidst constant change.

Our team includes seasoned experts in strategy, leadership assessment, executive coaching, talent management, and organization development and our clients encompass Fortune 100 companies, leading private equity firms, and high-growth enterprises. While we're headquartered in New York City, our team is distributed across the U.S. We value geographic diversity and prioritize meaningful in-person collaboration throughout the year.

Why Join CLA?

- **Do meaningful work:** Contribute to projects that shape how leaders lead and how organizations thrive—engaging directly with clients from day one.
- **Accelerate your development:** Take on real responsibility early in your career with the close mentorship of experienced consultants and direct access to firm leadership.
- **Thrive in a collaborative culture:** Work with a group of smart, curious, and close-knit colleagues in a fun, entrepreneurial environment.
- **Shape the future:** Help build a next-generation leadership advisory firm and play a part in how it evolves.
- **Enjoy flexibility and balance:** Work remotely with opportunities for in-person collaboration and travel (approximately 30%), while enjoying a fast-paced yet sustainable work environment.
- **Be well-rewarded:** Competitive salary, annual performance bonus, 401(k) with company match, employer-paid health coverage, and more.

Role: Analyst

Analysts are typically recent graduates and serve as key contributors that support success across a variety of service areas—including executive assessment, leadership development, organization design, team effectiveness, and culture transformation.

This is a client-facing position that offers early exposure to senior executives and

meaningful responsibility from the outset. Analysts at CLA are trusted members of project teams who:

- Schedule, participate in and document client meetings, interviews, and workshops
- Administer and manage web-based surveys and psychometric assessments
- Analyze quantitative and qualitative data to surface insights
- Help build client deliverables such as reports, presentations, and facilitation materials
- Project manage client engagements and internal firm initiatives

You'll gain experience across diverse industries and challenge areas, all within a human-centered consulting model that blends business acumen, strategic insight and behavioral science.

Qualifications

- Bachelor's degree with a strong academic track record
- Demonstrated success in a professional setting—such as an internship, research role, or part-time job
- Interest in consulting, psychology, organizational behavior, or leadership
- Self-starter who can operate in ambiguous and dynamic environments
- Strong analytical, writing, and verbal communication skills
- Creative problem solver
- High attention to detail and a drive for excellence
- Collaborative team player who is willing to pitch in where needed
- Open to sharing, receiving and acting on feedback
- Able to quickly learn and apply new concepts
- Willingness to travel (~30%) and work remotely in a self-directed manner

Career Path

Analysts are typically in the role for two years. During that time, they build core consulting capabilities, develop subject-matter expertise, and make visible contributions to clients and the firm. High-performing Analysts are considered for promotion to Senior Consultant, where they take on greater responsibility for client delivery, project leadership, and mentoring junior team members.

Location

Flexible / Remote (with periodic travel for client work and team events)

Equal Opportunity Employer

Contemporary Leadership Advisors is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. To apply, please send your resume or CV to: ltwomey@cladvisors.com