



Position Description

Human Edge Consulting is a boutique consulting firm that helps leaders translate strategy into sustained performance in complex, high-risk environments. We partner with organizations across industries such as chemicals, manufacturing, mining, utilities, and energy to strengthen culture, capability, and execution where reliability and risk control matter most. Our work integrates applied behavioral science, organizational design, and practical operational experience to deliver solutions that are credible with executives, usable by the workforce, and grounded in real work. We engage experienced independent consultants who bring discipline, judgment, and professionalism to client challenges that cannot be solved with theory alone.

At **Human Edge Consulting**, we seek experienced, independent partners who bring sound judgment, credibility with senior leaders, and the ability to operate effectively in complex, high-risk environments. Our partners are practical, disciplined professionals who translate insight into action, work comfortably alongside executives and frontline teams, and take ownership for delivering high-quality outcomes. We value individuals who balance rigor with pragmatism, collaborate well in multi-workstream engagements, and uphold the standards of trust, professionalism, and accountability that our clients expect.

Role

Contract Strategic Business Coach

(Independent Contractor – 1099)

Organization

Human Edge Consulting

Position Type

Independent Contractor (1099)

This position does not constitute employment.

Role Purpose

The Contract Strategic Business Coach partners with Human Edge Consulting to support senior leaders and leadership teams in translating strategy into focused priorities, disciplined execution, and sustained business performance. Strategic Business Coaches



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are engaged for their ability to challenge thinking, clarify direction, strengthen decision-making, and coach leaders through complex organizational, operational, and market realities.

Scope of Services

- Contract Strategic Business Coaches may be engaged to support one or more of the following, based on client and project needs:
- One-on-one executive and senior-leader coaching
- Team coaching for leadership alignment and execution effectiveness
- Strategy clarification and prioritization support
- Coaching related to operating models, governance, and accountability
- Decision-making, role clarity, and execution discipline coaching
- Support during transformation, restructuring, or major change initiatives
- Integration of strategy, leadership behavior, and organizational systems
- Preparation and follow-up support for key leadership meetings or milestones
- Specific objectives, deliverables, cadence, and fees will be defined in a Statement of Work (SOW) or engagement addendum.

Key Responsibilities

- Partner with Human Edge leadership and client executives to clarify coaching objectives and success criteria
- Coach leaders to strengthen strategic focus, execution discipline, and accountability
- Challenge assumptions and thinking in a constructive, evidence-based manner
- Help leaders translate strategy into practical actions, priorities, and behaviors
- Support leaders navigating complexity, ambiguity, and competing demands
- Reinforce alignment between leadership behavior, organizational systems, and desired outcomes
- Document insights, themes, and progress consistent with engagement requirements
- Protect confidential client and firm information
- Represent Human Edge Consulting with executive-level credibility and professionalism



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Required Qualifications

- Significant experience coaching senior leaders, executives, or business owners
- Strong background in business strategy, organizational leadership, or performance improvement
- Demonstrated ability to operate credibly at the executive and board-adjacent level
- Strong facilitation, listening, and questioning skills
- Ability to balance challenge and support in coaching relationships
- Ability to operate independently in complex consulting environments

Preferred Qualifications (Role-Dependent)

- Experience coaching leaders in complex, regulated, or high-risk industries
- Background in management consulting, executive advisory, or enterprise leadership roles
- Familiarity with operating models, governance structures, and performance systems
- Globally recognised coaching qualification (e.g., International Coaching Federation credential such as ACC/PCC/MCC) strongly preferred
- Advanced degree or formal training in coaching, leadership, psychology, or business
- Experience integrating coaching with broader transformation or change initiatives

Independent Contractor Status

Contract Strategic Business Coaches:

- Operate as independent contractors and determine how services are performed
- Provide their own coaching methodologies, tools, and professional judgment
- Are responsible for all applicable taxes, insurance, and business expenses
- Are not eligible for employee wages, benefits, or guaranteed hours
- May provide services to other organizations, subject to conflict-of-interest and confidentiality standards

Compliance & Confidentiality Requirements



Position Description

All Contract Strategic Business Coaches must:

- Comply with Human Edge Consulting confidentiality, data-protection, and IP requirements
- Execute confidentiality and intellectual-property agreements as required
- Adhere to applicable laws, regulations, and client policies
- Maintain professional and ethical standards consistent with executive-level consulting and coaching engagements

Engagement & Scheduling

- Engagements are project- or retainer-based and scheduled by mutual agreement
- No minimum hours or guaranteed volume of work
- Work may be performed remotely, with on-site or in-person sessions as required by client engagements

Agreement Acknowledgment

Engagement in this role is contingent upon execution of an Independent Contractor Agreement, acceptance of applicable Statements of Work, completion of required compliance documentation (including IRS Form W-9), and approval by Human Edge Consulting leadership.