



## 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 Senior Organizational Development Consultant  
(Independent Contractor – 1099)

### **Organization**

Human Edge Consulting

### **Position Type**

Independent Contractor (1099)

This position does not constitute employment.

### **Role Purpose**

The Contract Senior Organizational Development Consultant partners with Human Edge Consulting to lead and support complex organizational change, capability development, and performance improvement initiatives in high-risk, asset-intensive environments. Senior OD Consultants are engaged for their ability to diagnose organizational and human-



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performance risks, advise senior leaders, and design practical, evidence-based interventions that translate strategy into sustained execution.

### **Scope of Services**

Contract Senior OD Consultants may be engaged to support one or more of the following, based on client and project needs:

- Organizational diagnosis and assessment (culture, capability, leadership, systems)
- Design and facilitation of organizational change initiatives
- Executive and senior-leader advisory and coaching
- Organizational design, role clarity, and governance alignment
- Capability frameworks, competency models, and workforce development strategies
- Culture, engagement, and leadership effectiveness assessments
- Integration of learning, performance, and operating model improvements
- Design and oversight of multi-workstream change or transformation programs
- Specific deliverables, timelines, and fees will be defined in a Statement of Work (SOW) or project engagement addendum.

### **Key Responsibilities**

- Partner with Human Edge leadership and client executives to clarify business context, risks, and objectives
- Lead or support organizational diagnostics using qualitative and quantitative methods
- Translate assessment insights into actionable OD and change strategies
- Design and facilitate workshops, leadership sessions, and stakeholder engagements
- Advise senior leaders on behavior, decision-making, accountability, and system alignment
- Integrate OD solutions with learning, governance, and operating-model interventions
- Support change planning, execution, and sustainability measurement
- Contribute to high-quality client deliverables, reports, and executive presentations



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- Protect confidential client and firm information
- Represent Human Edge Consulting with executive-level credibility and professionalism

### **Required Qualifications**

- Significant experience in organizational development, organizational effectiveness, or change consulting
- Demonstrated ability to advise senior leaders and executive teams
- Strong grounding in OD theory, applied behavioral science, and systems thinking
- Experience diagnosing and addressing culture, leadership, and capability challenges
- Excellent facilitation, communication, and stakeholder-management skills
- Ability to operate independently in complex consulting environments

### **Preferred Qualifications (Role-Dependent)**

- Experience working in high-risk or asset-intensive industries (e.g., chemicals, manufacturing, mining, utilities, energy)
- Background in culture, leadership, or capability assessments (quantitative and qualitative)
- Experience designing large-scale change or transformation programs
- Familiarity with governance models, operating models, and competency assurance systems
- Advanced degree in Organizational Development, I/O Psychology, Human Factors, or a related field

### **Independent Contractor Status**

Contract Senior OD Consultants:

- Operate as independent contractors and determine how services are performed
- Provide their own professional judgment, methods, and consulting approach
- 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



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## **Compliance & Confidentiality Requirements**

All Contract Senior OD Consultants must:

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

## **Engagement & Scheduling**

- Engagements are project-based and scheduled by mutual agreement
- No minimum hours or guaranteed volume of work
- Work may be performed remotely, with travel or on-site client engagement as required by project scope

## **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.