



## Job Opportunity

### Full-time senior consultant

#### *Who are we?*

Universalialia is a highly regarded Canadian management consulting firm, established in 1980. The firm has extensive expertise in monitoring, evaluation, and accompanying performance improvement processes in organizations throughout Canada and in more than 90 countries worldwide. Internationally, the firm serves an increasingly broad and diverse range of multilateral and bilateral development agencies, non-governmental organizations and foundations. In Canada, we work with federal, provincial and municipal government clients as well as non-profit organizations and community foundations. (see [www.universalialia.com](http://www.universalialia.com))

With the increased demand for expertise in different types of evaluation approaches (e.g., developmental evaluation, appreciative inquiry), evaluation of organizational partnerships, and related support for organizational adaptation and development, the Organization and Partnership Performance (OPP) Practice is expanding seeking a full time senior professional to join its Montreal-based team.

If you are a management consultant with experience in evaluation, performance measurement and organizational development and would like to join a dynamic Canadian international company committed to sustainable and equitable development, consider joining Universalialia Management Group Ltd.

#### The Senior Consultant will be responsible for the following:

- Generating business through his/her own networks and through Universalialia's networks
- Leading business development for the practice, which includes writing proposals in collaboration with our business development team
- Managing teams made up of internal staff and external associates
- Leading assignments in domestic and international markets
- Managing relationships with clients.

#### The successful candidate should possess the following:

##### **Qualifications and experience**

- Motivated entrepreneur with an existing clientele in the public or private sectors in Canada and/or internationally with a minimum of 15 years professional experience, including at least five years of demonstrated experience in generating business
- At least 10 years of expertise in organizational and institutional evaluation, capacity development, and in different types of evaluation approaches (developmental evaluation, realist evaluation, theory-based, etc.). Experience in organizational development and providing guidance/inputs for performance improvement processes is an asset

IMPROVING PERFORMANCE TO MAKE A DIFFERENCE

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- At least 7-10 years experience in leading project teams
- Excellent communication and presentation skills (sensitive to multicultural and multilingual settings), including effective use of virtual communications approaches
- Clear and concise writing style in English; strong capacity in oral and written French and/or in other official languages of the UN
- A global and multicultural perspective as evidenced by past experience living or working outside of Canada.
- Post-graduate degree and academic credentials in his/her area of expertise or equivalent experience

### **Other competencies**

The successful candidate needs to be able to demonstrate strong interpersonal and communication skills, commitment to teamwork, as well as alignment with Universalia's core values of respect, equity, integrity, innovation, and excellence in delivering services that support clients in their progress towards the Sustainable Development Goals.

The successful candidate will also be a good team player, self-motivated, and interested in longer-term career opportunities in the company.

### **Offer conditions**

**Location:** Preference for Montreal-based candidates (work will be home-based during the COVID 19 pandemic)

**Start date:** As soon as possible

**Salary and Benefits:** Negotiable, based on experience (salary range CDN\$ 86,000 – 114,000)

*Universalia is an equal opportunity employer and invites all qualified candidates to apply. Canadian citizenship, permanent residence, or valid work permit will be required. If you are interested in a challenging position with opportunities for advancement, please send us your résumé, indicating your salary expectations. We appreciate the interest of all applicants; only candidates under consideration will be contacted.*

**To apply, please send the following elements to Pilar Albareda ([palbareda@universalia.com](mailto:palbareda@universalia.com)) before 26 May 2021:**

- A cover letter,
- A detailed and updated CV in English