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Job Description for YSC Americas Research Consultant

YSC – Where Psychology Means Business

YSC is one of the world's leading business psychology companies. Every day we help organizations of all sizes get the most out of their people. We do this through individual and team assessment and development, executive coaching and organizational consulting.

Since 1990 we have been working with a diverse range of global clients. Our consultants, many of whom have significant industry experience, are among the most respected, pragmatic and knowledgeable individuals in the business. Our level of client retention is the envy of our competitors. With offices in New York, San Francisco, Houston, Chicago, Philadelphia, Mexico City, London, Edinburgh, Düsseldorf, Arnhem, Johannesburg, Sydney, Hong Kong and Mumbai, we service the needs of clients, large and small, across the world.

Our people have diverse backgrounds but all share educational excellence in psychology, mostly I/O and clinical. Whether you've worked inside a large corporation, as an independent consultant or for the government, what's essential for us is that you have industry experience and blend business savvy with great psychological insights. Our culture is built around great relations, collaboration, hard work, drive towards exceptional results and tolerance of ambiguity.

We are looking to bring a part time research consultant into the YSC Americas team. The individual will be located either in our **New York** office in Manhattan or our **Houston, TX** office.

Purpose

To contribute to the ongoing growth of YSC by managing and delivering specific research projects and initiatives that lead to the development of new products, intellectual capital and business opportunities for YSC.

Key responsibilities

- Managing and delivering priority research projects in the field of business psychology. Specific areas of interest for YSC include leadership, talent, meaning, engagement, coaching, learning, executive development, team effectiveness, organizational values and behavior.
- Providing up to date information to YSC Americas consultants on cutting edge research and developments in our main areas of interests to inform product and business development.
- Using research as a vehicle to develop new products and services for YSC Americas and YSC globally.

- Working in partnership with YSC's HQ research function in London, UK, on global projects.
- Undertaking discreet research and analysis projects on behalf of consultants, supporting them in their client work.
- Working with external organizations including academic institutes, professional bodies, think tanks and client organizations to undertake mutually beneficial research.

Key experience and skills

- Undergraduate degree in psychology and a post-graduate qualification (Masters or PhD) in a relevant field such as I/O psychology.
- Exceptional analytical capability and an inquiring mind.
- Exceptional research skills (literature and empirical research).
- Experience of designing and running pilot studies.
- Strong capability and confidence in statistical analysis and a breadth of experience using SPSS.
- Passion for business, ideally with some commercial experience.
- Pragmatic, practical, flexible and applied style.
- Client-centric, professional, effective at building relationships with a broad range of stakeholders.

Terms and conditions

- Location: New York, NY or Houston, TX
- Full-time. Salary up to \$65K, depending on location and experience.
- Health and dental benefits etc, 401K, transit check, 25 vacation days.

Interested in joining us? Please send your resume to usarecruitment@ysc.com.
For more information about our story, products and services, please visit our website www.yscamerica.com.