

HEIDRICK & STRUGGLES

Position & Person Profile

Associate Principal



Heidrick & Struggles is committed to a policy of equal opportunity for all employees and applicants including members of minority groups and women, and will endeavor to make reasonable accommodation to the limitations of physically and mentally disabled employees and applicants, and to fully utilize the skills of Vietnam-era veterans. The company expects all employees to support this policy and to comply with all applicable laws prohibiting discrimination in employment.

The Position

The Associate Principal role executes leadership search and consulting projects on behalf of Partners. They are responsible for managing and strengthening existing client relationships, as well as developing and expanding repeat business and identifying new opportunities.

Qualifications/Requirements

- The successful candidate will have 8 plus years experience in a business environment, preferably in a service-oriented industry.
- In depth knowledge and understanding of the strategic issues driving and shaping business.
- Has begun to develop a network of senior level contacts across a specific market or function.
- Ability to manage a demanding workload, balance multiple tasks and switch gears while maintaining priorities.
- Experience working successfully within a matrixed organization, ideally with an international presence.
- Experience in, or knowledge of leadership advisory services is advantageous; experience in recruitment and team building is essential.
- Personal and business maturity that leads to confident and rational business decisions.
- Undergraduate degree required, relevant graduate degree, MBA or JD preferred.

Behavioral Competencies

- Insightful about people and organizations; able to engage with individuals and understand, evaluate and articulate motivations and organizational dynamics.

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- Client centric; willing and able to establish, build and sustain client relationships and has real insight into client needs.
- Business builder; proven experience in developing business, or at a minimum, recognized as having the potential to do so.
- Focused on results; fast moving completer/finisher willing and able to roll up their sleeves and get things done to high standards of detail and quality.
- Team player; collaborative, supportive, trustworthy, generous, develops others.
- Ability to think and learn; intellectually hungry, curious, open to learning and personal development.