

# HEIDRICK & STRUGGLES

## Role and Person Profile

### Partner / 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 Partner/Principal role, collectively known as consultants, is the main source of business for the firm. They have strong business development and client management skills, balanced by disciplined execution, inspiring team leadership, business acumen and the sense of urgency required to respond sensitively to clients' needs.

## Qualifications/Requirements

- Outstanding record of success in winning business within a highly competitive environment and being accountable for its delivery to the highest possible standards.
- Record of success in managing key accounts, building strong relationships and operating at strategic/board level.
- In depth knowledge and understanding of the strategic issues driving and shaping business. Extensive network of senior level contacts across a specific market is required.
- Experience working successfully within a matrixed organization, ideally with an international presence.
- Experience in, or knowledge of leadership advisory services would be advantageous; experience in recruitment and team building is essential.
- 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.
- 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.

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- 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.