

Job Posting – August 2021

AEA Consulting Senior Consultant – New York

AEA Consulting is a global consulting firm setting the standard in strategy and planning for the cultural and creative sector. We are currently seeking exceptional candidates for the position of Senior Consultant to join us in our mission *to harness the power of art, culture, and creativity to realize the full potential of people and places around the world.*

The Senior Consultant is a leader within our consulting team, helping to ensure the successful delivery of consulting assignments – managing both project teams and relationships with clients. **We are currently seeking a Senior Consultant who would support our growth with client engagements connected to innovative digital practice for cultural organizations and projects.** S/he would also work on consulting projects beyond the digital focus as well.

This is a full-time, salaried position with an attractive package of benefits. We are currently seeking to identify candidates to work primarily with our team centered in the New York City / Beacon, New York, region, though following the COVID-19 pandemic, our team now works remotely.

As a Senior Consultant at AEA, you are a talented, culturally engaged, and culturally sensitive problem solver. You are passionate about the arts, culture, and the creative industries, and want to help our clients succeed. You're a hard worker who takes initiative, and you are comfortable and effective working both independently and as a member of a team. You are curious, creative, and analytical. You are diplomatic, mature, emotionally intelligent, and exercise good judgment in ambiguous situations. You are not afraid to question received wisdom. You thrive in a genuinely fast-paced environment that presents you with new and intriguing problems to solve on a daily basis.

AEA provides training and professional development opportunities that help Senior Consultants continue to learn within and beyond the sector, expand their horizons, and grow toward future opportunities, potentially within firm leadership.

AEA is committed to diversity and inclusion and to a more equitable arts and cultural sector. Our work requires a team that together represents a diversity of perspectives and lived experiences. Candidates from populations underrepresented in the arts and in management consulting are strongly encouraged to apply.

Position Description

Senior Consultants lead teams within our highly regarded international consulting business. While the position in our New York office would primarily be responsible for work conducted with clients in the United States, there will likely be international exposure and responsibilities within the work portfolio.



Primary responsibilities include:

- Leading consulting projects, particularly those related to the development of digital-focused strategies – managing relationships with clients, managing project teams, and ensuring the successful delivery of consulting assignments
- Business development – winning new projects, both by responding to requests for proposals that we receive, and by generating new business development leads
- Helping to expand AEA's client portfolio and raise the company's global visibility
- Managing Consultants, Research Analysts, Summer Analysts, and freelance associates as part of AEA's project teams, supporting their training and development and adhering to the highest professional standards of management practice.
- Generating sector thought leadership through writing – including contributions to *Platform*, AEA's e-newsletter – participation in conferences, etc.
- Contributing to the development and ongoing refinement of AEA's practice methods – especially those connected to digital strategy development.

Position Qualifications

- 10+ years professional experience, most recently as a leader in the digital or information technology space, either in the cultural sector, business consulting, or another field with parallels to our client base. This may include:
 - Leading institutional digital transformation;
 - Overseeing a large-scale digital infrastructure project; and/or
 - Launching significant new digital projects, services, or offerings.
- Track record in ability to lead the delivery of complex, innovative projects and/or win new business
- Additional demonstrated experience in one of the following areas:
 - Business and operational planning, especially for cultural and creative organizations / venues
 - Organizational strategy development and implementation
 - Project management and delivery
- Intellectual curiosity, as represented by an undergraduate degree in a relevant field. A Master's degree is a plus, but not a requirement. Relevant fields may include – but are not limited to – arts, humanities, creative industries, business / finance / economics, or architecture / design / urban planning
- Substantive knowledge of arts and culture, and its organizational infrastructure, as demonstrated by relevant past experience. This can include, but is not limited to:



- Previous work experience in arts administration
- A degree in an arts, humanities, or creative industries subject
- Significant, engaged volunteer experience (e.g. active Board participation)
- Non-traditional experiences that have built character and demonstrate interest in the field
- Excellent communication skills, both written and verbal, in order clearly to communicate to both clients and internal teams
- Strong analytical skills, with an ability to analyze information in a clear way and help structure tasks to guide junior consulting staff
- Exceptional organizational skills in order to take initiative and often work independently – with an ability to focus, work efficiently, and take on multiple tasks in a stimulating, upbeat, yet often high-pressure environment
- Strong presentational and technical skills, including fluency with Microsoft Word, PowerPoint, and Excel.
- Willingness to travel, including internationally
- Spoken and written fluency in English required. Additional language(s) are preferred but not a pre-requisite

Salary and Benefits

AEA's compensation is competitive and commensurate with experience. Position benefits include:

- 29 days annual paid leave (holidays + vacation)
- Medical, dental, vision insurance (75% paid by AEA)
- 401(k) retirement plans, with employer match
- Flexibility of remote work
- MacBook laptop + mobile phone
- Potential for year-end performance bonus
- Professional development budget; training and opportunities for advancement
- Semi-annual staff celebrations
- Working with a team of friendly, passionate intellectuals in a positive, supportive environment

To Apply

Please submit a CV and cover letter highlighting your interest in and qualifications for the position to jobs@aeaconsulting.com. Please include “Senior Consultant” in the subject line. Applications will be reviewed on a rolling basis until the position is filled.



AEA is an equal opportunity employer and will not discriminate against any individual, employee, or application for employment on the basis of race, color, marital status, religion, age, sex, sexual orientation, national origin, disability, or any other legally protected status recognized by federal, state or local law. Applicants from populations underrepresented in the arts and in management consulting are strongly encouraged to apply.

About AEA Consulting

We are a global consulting firm setting the standard in strategy and planning for the cultural and creative industries, known for our candid and impartial advice that draws on deep knowledge of the cultural sector as well as robust research and analytical insight. Since 1991, we have successfully delivered more than 1,200 assignments in 40 countries, helping clients around the world plan and realize vital and sustainable cultural projects. Our core service offerings include concept development, cultural plans, business plans, feasibility studies, policy development, and strategic plans. AEA is stimulating and demanding. We offer our employees a high level of autonomy, flexibility and a full package of benefits; we have commensurate expectations for performance. More information on AEA can be found at www.aeaconsulting.com.

