Senior Consultant I

The "Calling"

What if your work didn't just advise organizations but fundamentally changed how they operate? What if you were part of a team that doesn't stop at strategy, but ensures execution, adoption, and sustained performance in some of the most disciplined organizations in the world?

At Horizon Performance, we believe that real impact is not created through ideas alone, it's created when those ideas are operationalized, adopted, and sustained. We partner with organizations that are serious about performance, leadership, and results. These teams are willing to invest in their people and systems to achieve meaningful outcomes.

We are not a traditional consulting firm. We don't hand over recommendations and walk away. We work side-by-side with our clients to implement, refine, and sustain solutions that drive measurable performance. We are a team of operators, problem solvers, and leaders – working across military, corporate, and athletic environments to build cohesive teams, develop leaders of character, and deliver systems that produce results.

We are growing and seeking individuals who want to do more than consult – those who are driven to execute, implement, and deliver results in real-world environments. This position is based in Raleigh, NC, and requires approximately 50% travel to client locations across the continental United States.

Who We Are

We live out the following CORE VALUES daily:

- **MEANINGFUL IMPACT**. We seek market influence over market share.
- **EXCELLENT DELIVERY**. Count on extraordinary.
- **REMARKABLE REPUTATION**. Our client's trust is our capital.
- **ENTERPRISING SPIRIT**. See it. Own it. Do it.
- **TEAM FIRST**. It's all about the TEAM!

What Winning Looks Like for This Position

- **Execute and Deliver Client Engagements**

  You will serve as a key contributor for client engagements, ensuring that strategy is translated into execution and that solutions are not only delivered, but adopted and sustained. You will work directly with client stakeholders and Horizon team members to plan, coordinate, and execute engagements across organizational consulting, system implementation, and leadership development. Success in this area means engagements are executed on time and with precision, deliverables are clear and professionally delivered, and clients experience a highly structured and organized engagement from start to finish.

- **Translate Strategy into Execution**

  You will take complex or abstract ideas and convert them into practical, executable plans. This includes breaking down problems into actionable components, building timelines and workstreams, and ensuring alignment between strategy and real-world operations. Success in this area means plans are not theoretical but actionable, clients understand what to do and how to do it, and execution progresses without unnecessary friction or confusion.

- **Drive Implementation, Adoption, and Behavior Change**

  You will play a critical role in ensuring that solutions are not just delivered but actively used. You will support the deployment of GideonSoft-enabled solutions, reinforce training through hands-on application, and identify and manage resistance to change. Success in this area means systems are embedded into daily operations, behavior change is sustained over time, and clients realize measurable improvements in performance.

- **Monitor Performance and Drive Continuous Improvement**

  You will ensure that solutions continue to perform after implementation by tracking adoption, usage, and performance metrics. You will identify breakdowns early, intervene to maintain effectiveness, and conduct after-action reviews to refine systems based on real-world feedback. Success in this area means issues are addressed proactively, systems improve over time, and clients maintain long-term performance gains.

- **Support Business Development and Growth**

  You will contribute to the growth of the firm by identifying opportunities to deepen impact within client engagements. This includes recognizing opportunities for additional work, supporting proposal development, and contributing to client discussions. Success in this area means strong client relationships that lead to continued engagement, expanded scope of work, and meaningful contribution to firm growth.

- **Collaborate and Contribute to the Team**

  You will operate as part of a high-performing, cross-functional team, collaborating with consultants, data teams, and product teams to deliver high-quality outcomes. You will contribute to project planning and execution, share knowledge, and model professionalism, accountability, and discipline. Success in this area means strong team cohesion, consistent delivery quality, and continuous improvement across engagements.

Skills Needed to Win

- Bachelor's degree required; advanced degree (MBA, MS, or similar) preferred
- 3–7 years of experience in consulting, operations, implementation, or a related field
- Demonstrated experience leading and/or supporting end-to-end implementations or change initiatives

- Experience driving adoption across multiple stakeholder groups, including senior leaders and frontline users
- Experience working in complex environments with diverse teams and competing priorities
- Proven ability to translate strategy into execution, including building plans, timelines, and workstreams
- Strong project management and organizational skills with the ability to coordinate across teams
- Excellent communication skills with the ability to influence, align, and drive action
- Ability to work effectively as both a team member and independently across all levels of an organization
- Ability to obtain and maintain a U.S. Government security clearance

Preferences

- Experience implementing systems related to performance management, talent development, or training
- Experience with change management, stakeholder alignment, and driving behavior change at scale
- Familiarity with CRM systems, pipeline tracking, or operational workflows
- Experience working with data, metrics, and performance tracking to drive accountability
- Strong interest in working with software-enabled solutions or SaaS implementations
- Background working with military, government, or other high-performance team environments

Benefits

We offer a competitive benefits package designed to support your health, financial well-being, and professional growth:

- Medical, Dental, and Vision Insurance & Health Savings Account (HSA) options
- Long-Term Disability Coverage
- Accident Protection Insurance
- 401(k) Retirement Plan
- Professional Development Opportunities
- Clothing Stipend

Application

Please submit your resume and cover letter to careers@horizonperformance.com or apply through the Horizon Performance website under “Our Careers.”