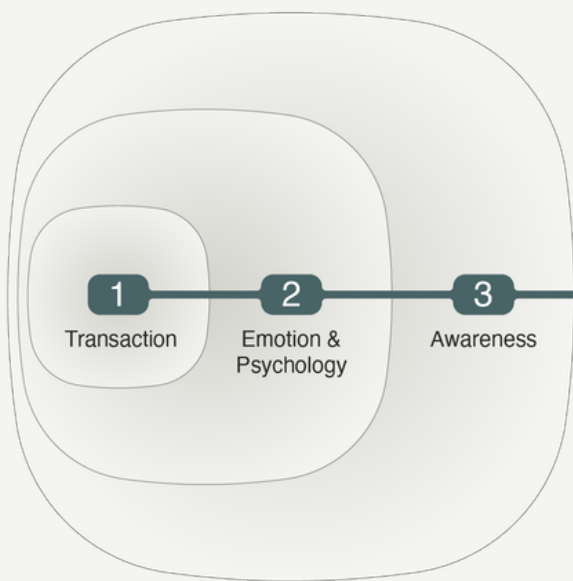


We work where strategy meets people.

A consulting firm bringing together an expertise in strategy & psychology - partnering with leaders on the issues that keep strategy and teams truly aligned.

Industry agnostic • For profit & non-profit • C-suite & senior leaders • Fortune 500 companies.



Our Three-Layer Approach

Business is always unfolding at three interconnected layers. By working across all three, we help leaders build the capability to align, adapt, and execute.

01 Transaction

The visible work of the business — strategy, decisions, and execution — where progress is defined and tracked.

02 Emotion & Psychology

The underlying emotions, beliefs, and relational patterns that drive the success of the transaction.

03 Awareness

The ability to recognize how Layer 1 and Layer 2 impact one another — and to adjust in real time.

What a typical project looks like

A typical engagement at Geigsen runs at least a year, and often longer. We are not a parachute. We don't drop in, diagnose, disappear to build a solution in isolation, and drop a polished deck before walking out. We work shoulder to shoulder alongside leadership teams to understand the challenge, shape the strategy, and design something that fits. Geigsen believes in seeing it through. Once the plan is set, we help leaders roll it out and stay through execution until the results actually show up.



Outcomes over tasks

Our end goal isn't to execute a project plan, it's to position clients for a better future, solving root issues and building team capability. We stay flexible to pivot on the fly when the work demands it.



Effective communication

We run multiple projects at once, so we proactively communicate workload, priorities, and status, consistently across all of them. While roles are clear, we are a TEAM and work all-hands-on-deck.



Aligned Upfront

We define team expectations, individual development objectives, and success measures from day one. No task is too small or insignificant for any member of the project team.

Manager

Now Hiring

geigsen

LOCATION

NYC-area preferred

TYPE

Full-time

EXPERIENCE

10+ years

STYLE

Hybrid

TRAVEL

Up to 30% of the time

Lead projects. Grow people.

A Manager runs client projects end-to-end. You lead the work plan, the timeline, and day-to-day execution, and you own the client relationship at the project level. You are responsible not just for excellent delivery but for the people delivering it; coaching junior staff, giving real feedback, and building their capabilities rather than simply assigning tasks. You also begin contributing an active voice to firm strategy and future planning. This is the step where the work shifts from producing excellent work yourself to leading and developing others while they do it and starting to shape where the firm goes next.

The ideal teammate

ABILITY TO PERFORM AT A HIGH LEVEL

You grasp a high level of work and show real competency. You have the ability to do, lead, and push from start to finish.

OWNERSHIP

A high level of accountability. You understand what ownership means and how to execute on it. You hold yourself to a higher bar than anyone else does.

COMPETE AS A TEAM

Always competing to get better with our team, not against it. You collaborate genuinely and successfully.

HOW YOU SHOW UP

Your presence, energy, and the way you command a room make people want to be in a meeting with you. You genuinely care about our clients' success and about the people.

ABILITY TO SELF-REFLECT

You actively seek feedback, can hear it without defending, and grow from it visibly. You are comfortable operating in a true 360 feedback environment.

Client work

- Partner with Relationship Managers to set and drive the project's vision with clients, define goals and timelines, and manage the project plan.
- Serve as a senior thought partner to the client. Be a subject matter expert on our Three Layer Approach and be comfortable advising a client by telling them what they don't want to hear.
- Design and facilitate workshops where we lead clients through tough group conversations. Comfortable with presenting and teaching Geigsen's Three Layer approach fluently including Layer 2 work (emotion, psychology, relational dynamics) and helping clients to build that capability themselves.
- Identify and help facilitate account expansion opportunities

Internal work

- Assist in developing teammates both as a formal career manager and as a mentor to Geigsen as a whole.
- Contribute to building/modeling our culture including an environment of 360 feedback.
- Lead or meaningfully contribute to internal initiatives tied to firm growth.
- Embrace the "many hats" mentality of a small company when it comes to everyday operations.
- Contribute to proposals and sales meeting as well as begin to identify new opportunities for the firm.

What we're looking for

- 10+ years of relevant experience: management consulting, leadership development, organizational change, executive mentoring, organizational psychology applied in business, or a hybrid path that blends these.
- Demonstrated track record of contributing to complex client engagements.
- Comfort working with the emotional and psychological layer of leadership is required. Clinical, coaching, or psychology training considered.
- Bachelor's degree required; advanced degree (MBA, PhD/PsyD, MSW, MA in Org Psych, MA in I/O psych or similar) often a fit but not required.
- Able to flex working hours, including occasional evenings or weekends, to meet client, team, and business needs.
- Willingness to travel up to 30% as needed.

Think this sounds like you? We'd love to hear from you →

geigsen

Apply Direct
Kate Bondy

careers@geigsen.com