

## Part-time HR Consultant

### Position Overview

Farragut is seeking a part-time HR Consultant to help our HR Manager and Executive Team as we enhance our customer- and employee-centric culture with increased candor, transparency, healthy debates, and failing well. The consultant involvement will be for 1 to 2 days per week for at least one year.

### Purpose of the Position

The purpose of this position is to help FARRAGUT achieve its full-potential of being a long-living, employee-owned company. FARRAGUT achieves this full-potential by helping customers and employees achieve their own full-potential. While fulfilling this potential, we want to strengthen our capability to hold authentic and courageous dialogue.

### Key Responsibilities

1. Promote and model courageous authenticity.
2. Work directly with teams in a way that they become skilled in conducting authentic dialogue through practice. *This position is not about coaching or training, but more about encouraging practice.*
3. Observe teams as they collaborate, spot conflicts festering underneath and bring them out into the open early.
4. Challenge managers and executives to increase psychological safety throughout the organization through right actions.

### Requirements

1. 8 + years of hands-on HR experience helping managers create and operate in an open culture, with a technology company.
2. Strong emotional-intelligence competencies in organizational awareness, influence, conflict management, and teamwork.
3. Ability to influence people to support an open culture.
4. Passion for employee empowerment and an open, continuous-improvement culture.