

**Widen Advisory** is a dynamic consulting firm specializing in **organizational design and transformation**. By translating their clients' strategies into **concrete applications at the organizational level**, Widen Advisory offers businesses solutions tailored to their clients' reality and needs.

Based in Zaventem, the **human-sized team** consists of passionate and complementary specialists. We value **courage, insightfulness, commitment, pragmatism, and intrapreneurship**, and offer a high quality-oriented service in a flexible and collaborative environment. For more information, please visit <https://www.widenadvisory.com/>

To strengthen the Widen team and contribute to the growth of the Belgian office, we are looking for an:

## Organizational Development Senior Consultant (H/F)

### RESPONSIBILITIES

As an Organizational Development Consultant, you will work as part of a team to explore national and international clients' needs (explicit or otherwise). Working for multiple clients simultaneously, you will help translate **business strategies** into concrete projects and solutions in the following OD domains: strategy decode, (target) operating model, organizational strategy & roadmap, organization design, operational governance, process optimization. You will also participate in projects in the areas of: reward, job architecture, career pathing & organizational transformation.

Your main responsibilities are :

- Connect with and interview Boards, C-suite members and/or functional leaders (HR, CFO,..)
- Analyze our client's strategy, business model, current needs and future ambitions.
- Co-develop and present a structured approach (in line with Widen's OD methodologies) to address their organizational challenges.
- Manage large projects or programs as a team member or project manager, and act as the client's point of contact at the SteerCo level.
- Develop and share knowledge within the Widen team.
- Keep abreast of market developments and translate them into innovative approaches.
- Contribute to the internal and/or external development of the Widen office (teambuildings, office & market initiatives, coaching of junior colleagues,..)

### PROFILE

- You have a Master's degree in business, management or equivalent.
- You have at least 5 years' experience in consultancy in an international, customer- and results-oriented environment.
- You have a strong entrepreneurial spirit and a high degree of autonomy.
- You are creative, rigorous, analytical, autonomous, and result-oriented.
- You are able to work in a variety of (international) locations where trust, teamwork, and responsibility are essential.
- You have an excellent level of English in addition to French and/or Dutch.
- You are self-employed or open to becoming self-employed.

## OFFER

- Work in a dynamic and ambitious team within a growing and informal company, in an informal but highly professional working environment.
- Work on international projects and great prospects for the future.
- The opportunity to train, develop, and participate together in the growth of Widen Advisory.
- An independent status with competitive remuneration and a variable component linked to results.

## INTERESTED?

Please send your CV enclosed with an adapted cover letter to [recruitment@pahrtners.be](mailto:recruitment@pahrtners.be).

YOUR APPLICATION AND  
RELATED INFORMATION WILL REMAIN  
STRICTLY CONFIDENTIAL.