



JOB SPECIFICATION FOR

Talent Lead

in partnership with

trānsfōrmārī

YOUR TALENT PARTNERS FOR TRANSFORMATIVE IMPACT

ABOUT US

Gratia is a tech-enabled superanalysts platform that provides on-demand, pre-vetted analysts to clients and apprenticeship-as-a-service to analysts.

On the demand side, Gratia delivers end-to-end analysts-as-a-service: sourcing high-potential candidates, assessing their skills, providing structured feedback, matching them to client projects, supporting their development, and ensuring consistent delivery of high-quality work.

On the supply side, Gratia is building a scalable, platform-based analyst training program to democratize opportunities for aspiring analysts. By focusing on skills and apprenticeship - rather than pedigree - we are re-shaping how talent is discovered, trained, and connected to real-world opportunities.

Gratia's secret sauce is in upskilling and apprenticeships. Through our Apprenticeship Program, analysts gain continuous development and mentorship, driving both retention and delivery quality.

To learn more, visit us at <https://www.gogratia.com>.

OVERVIEW AND ROLE DESIGN

As Talent Lead, you will be responsible for owning the Analyst Lifecycle at Gratia - from onboarding through training, career development, retention, and progression. You will design and operationalize the systems, programs, and frameworks that enable Gratia's analysts to thrive, ensuring they develop capabilities that match both today's and tomorrow's client needs.

This role is both strategic and hands-on: you will set the vision for analyst talent development while also executing programs and processes directly. The primary focus of this role will be on ensuring analysts are successfully integrated, engaged, developed, and retained. Additionally, you will have the opportunity to collaborate with colleagues internally and externally to shape analyst recruiting programs and processes to ensure a cohesive end-to-end talent strategy.

This role reports directly into Gratia's new Head of Delivery while working closely with key leaders across the organization. As an individual contributor at the outset, you will play a foundational role in shaping Gratia's future success, with clear scope to build and lead a broader team as the company scales.

Talent Lifecycle Management

- Design and implement the Gratia Analyst Lifecycle, defining the value proposition and experience at each stage.
- Lead onboarding design and execution, ensuring analysts are set up for success across technical, cultural, and community dimensions.
- Develop ongoing training programs and upskilling initiatives, aligned to Gratia's task-skill ontology and evolving client needs.
- Build and maintain career development frameworks and progression pathways to support long-term analyst growth. Additionally, design "graduation"/transition processes and initiatives to engage Gratia alumni for ongoing commercial and talent acquisition opportunities.
- Design and oversee performance management systems for analysts, including feedback, evaluation, and coaching.

Community, Engagement & Retention

- Create and manage initiatives that strengthen mentorship, peer learning, and community engagement within the analyst pool.
- Foster a culture of continuous learning and accountability across the analyst community.
- Monitor and improve analyst retention, engagement, and satisfaction metrics.

Process & Capability Building

- Develop and continuously refine talent management processes and tools to ensure scalability and quality.
- Collaborate with the Product/Tech team to integrate talent data into Gratia's platform, ensuring robust visibility into analyst performance and development needs.
- Ensure that analyst capabilities evolve in alignment with client demand and industry trends.

Collaboration with Recruiting

- Partner with colleagues in recruiting roles (both internal and external) to align Gratia's Analyst Lifecycle processes with sourcing and selection.
- Provide feedback on screening and assessment frameworks to ensure smooth transitions from candidate to analyst.

Success in this role will be seen through multiple dimensions, that may begin with the following and evolve over time as the organization scales and matures:

- Analyst retention and satisfaction rates.
- Speed to productivity (time from analyst onboarding to effective client delivery).
- Completion and effectiveness of training/development programs.
- Strength of career development pathways and community engagement.
- Analyst performance improvement and capability-building against client needs.
- Development and scalability of talent management processes and systems.

ABOUT YOU***What You'll Contribute***

- Strategic systems thinking to design scalable talent management processes.
- Empathetic leadership to support and develop a diverse analyst pool.
- Adaptability in a fast-paced startup environment with evolving needs and structures.
- Entrepreneurial mindset (a desire to build and iterate) and comfort navigating ambiguity in a rapidly changing organization.
- A track record of balancing data-driven rigor with innovative approaches to talent development.

Knowledge, Skills, and Abilities for Success

- Strong organizational and communication skills, with the ability to synthesize complexity into clear action.
- Proven expertise in Learning & Development, HR, or People functions, ideally with a focus on talent lifecycle management.
- Hands-on experience in onboarding, training program design, performance management, and career development frameworks.
- Experience managing staffing for client-facing consulting engagements, whether as an engagement manager or in a centralized staffing/talent function
- Data-driven mindset with fluency in digital platforms, analytics tools, and collaborative software.
- Comfort with ambiguity and passion for building new systems and processes.

Successful Candidates Will Likely Demonstrate

- Bachelor's degree in a relevant field; advanced degree or certification in HR, L&D, or Organizational Development preferred.
- 5–7 years of experience in Learning & Development, HR, or Talent Management, ideally within global consulting or professional services organizations.
- Experience developing structured training resources and career development programs.
- Strong people development and coaching skills; ability to inspire and support analysts at multiple career stages.
- Comfort operating at both strategic and tactical levels in a high-growth, fast-paced environment.
- Excitement to either grow into leadership/ownership of a function, or apply seasoned expertise to shape talent strategy in a startup context.

OUR CULTURE

If the following describes you, we would be very excited to connect with you:

- You are excited by the challenge of helping Gratia scale rapidly while ensuring we remain true to our mission.
- You're energized by joining a team in its early stages where you can actively shape every aspect of the organization as it grows.
- You thrive in a fast-moving, dynamic environment, balancing client delivery with organizational growth.
- You value working in a global, inclusive, and diverse community where different perspectives are celebrated.
- You believe in continuous learning, accountability, and leveling-up: for yourself, your peers, and the analyst community you support.
- You enjoy fostering a community of practice where people learn from one another and share knowledge openly.
- Most importantly, you want to be part of building - not just joining - a culture. At Gratia, you'll help define how we work, learn, and grow together.

TRAVEL AND FLEXIBILITY

- This role is fully virtual globally, with a strong preference towards geographies that overlap with U.S. time zones for collaboration with the leadership team.
- The successful candidate will need the ability to work across time zones and adjust availability to support global clients and analysts.
- Occasional travel may be required for client engagements, team offsites, or industry events.

OUR COMMITMENT TO DIVERSITY

Gratia is committed to creating a diverse environment and is an equal-opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation or preference, national origin, disability, age, or any other protected status. We consider qualified applicants in a manner consistent with federal, state, and local laws. We strongly encourage people of color, immigrants, queer and gender nonconforming people, and those with different abilities to apply.

*** if you are interested in this position, please reach out to hello@transformari.com ***

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Transformari helps clients navigate change by partnering with them to design teams, recruit leaders, and develop talent. Led by former operating executives, practitioners, and consultants, we draw on our experience and depth of expertise to serve our clients.