

## **The Successful Candidate:**

- Has a passion for (and demonstrated track record of) catalyzing others' transformational growth, through work that involves identity, ego, and relational dynamics
- Builds rapport and credibility with midmarket CEOs, confidently establishing relational parity and creating demand for 1:1 coaching
- Has a hunger for performance feedback and their own maturation
- Earns trust quickly and keeps others' confidences
- Enjoys working with clients leading for-profit organizations (who have authority and resources)
- Has a vibrant intellect, characterized by curiosity and incisive thinking
- Has experienced healing and maturation through a personal journey with the Enneagram
- Enjoys working with clients of all faiths (or no faith), and is simultaneously energized to "Love God, and Love Neighbor" through their work

## **Responsibilities:**

### ***Provide confidential, one-on-one coaching to CEOs and senior executives:***

- Help leaders recognize patterns of reactivity, self-protection, and compulsion under pressure
- Support leaders as they build greater self-awareness, emotional regulation, & relational capacity
- Walk alongside leaders through periods of disorientation, transition, and adaptive challenge

### ***Develop new business opportunities:***

- Attract attention & interest from prospect CEOs through electronic & in-person communication
- Cultivate value-adding relationships with prospect CEOs
- Confidently share Kairos offerings to prospect CEOs and serve as an "assistant buyer"-- helping them steward their resources well (Note: This is not *transactional* selling; it does not involve scripts or pressure tactics. Success depends on credibility, relational maturity, and the ability to engage CEOs as peers.)

### ***Design and facilitate leadership development engagements:***

- Help teams surface issues and engage in difficult conversations
- Support the development of trust, honesty, and productive conflict
- Work with teams where power, identity, and risk are in play, and stakes are high

### ***Invest in the Kairos organization:***

- Pursue your own and your teammates' maturation, healing, and wholeness
- Contribute to internal Kairos continuous improvement efforts
- Maintain healthy relationships through proactive feedback and productive conflict
- Over time, be ready to assume greater levels of ownership over internal processes & initiatives

## This Role:

- Will likely require an individual who has served as a midmarket C-Suite executive, or provided services to midmarket CEO customers, or sold solutions to such CEOs.
- Operates primarily in *adaptive* terrain; success in this role depends less on technique and more on posture— how you show up under pressure, how you engage power, and how you hold ambiguity.
- Requires a pastoral shepherding instinct. However, those who have *only* served in church/ministry contexts are not a good fit, as they likely will be unable to establish the parity with CEOs needed for new business development.
- Is full-time, reporting to the Kairos CEO.
- Is primarily a remote position, with on-site client work and in-person, twice-monthly internal meetings that occur in Indianapolis. Although the majority of our work is in Central Indiana, we have clients around the country. We prefer a candidate who lives 3 hours or less from Indianapolis. The candidate must live within the continental U.S.

## About Us:

Kairos is a leadership development agency that works exclusively with CEOs and their executive teams. We help leaders navigate adaptive challenges— situations where familiar tools no longer work, certainty is unavailable, and progress requires leaders themselves to grow in capacity and maturity. This is not leadership training or skill-building in the narrow sense. We believe leadership does not have to be frantic, performative, or dehumanizing to be effective. Our work involves identity, ego, power, trust, conflict, and the ability to remain present and effective under sustained pressure.

Being a part of a team that asks our clients to do deep, internal work with integrity requires us to assess *our own* perspectives, values, beliefs, and identities. Kairos is a high-trust team whose members are dedicated to each other's growth and the growth of our clients. We give feedback openly and honestly, we lean into conflict to get to clarity, and we push one another toward deeper compassion for ourselves and others. We are all animated by our faith to do this work, and the spiritual formation that happens here is sacred and healing.