

## PROFILE: FAMILY BUSINESS CONSULTANT

### WHO WE ARE AND WHAT WE DO

Since 1994, The Family Business Consulting Group has worked with over 3,000 enterprising families to achieve their vision for impact and legacy while protecting the integrity of the family and the enterprise for future generations. We share a core belief that multi-generational family enterprises are precious and vitally important to the economies and social fabric of the world and deserve the best care and counsel.

Located across North America and working globally, our team is the largest and most experienced group of its kind, with unmatched expertise and a passion for helping family firms. We facilitate clarity and balance between sensitive family issues and critical business decisions. Our people-centered approach helps families work together more effectively to secure their legacy and continue to grow across generations.

### SUMMARY

We are committed to identifying and attracting top-tier family advisors who share our dedication to helping families prosper across generations. Our advisors value the opportunity to build and manage a dynamic, successful practice while surrounded by a team of leading practitioners and supported by the infrastructure of a thriving firm.

### SKILLS

- **Client Engagement:** Build strong, long-lasting relationships with clients, acting as a trusted advisor and partner to the whole family system.
- **Strategic Advisory:** Provide strategic guidance in pursuit of the family's vision for themselves and their enterprise, including succession planning, governance, financial stewardship, and risk management.
- **Family Dynamics:** Drive engagement across family ownership groups, while facilitating communication around complex family dynamics and intergenerational issues.
- **Leadership Development:** Coach and mentor family members to develop the leadership skills necessary for business and family leadership roles.
- **Project Management:** Lead and manage complex consulting projects, ensuring timely delivery and client satisfaction.
- **Business Development:** Actively seek and cultivate new business opportunities, expanding FBCG's client base and market reach.
- **Thought Leadership:** Distill learnings from past experiences and work in the field into actionable insights for clients and the market through articles, speaking, and other formats.

## DESIRED QUALIFICATIONS

- Advanced degree (Master's or higher) in a relevant field such as Counseling, Finance, Business Management, Psychology, or Organizational Behavior from a rigorous educational institution.
- Minimum of 2-5 years of experience working with family systems, preferably in a consulting or advisory role.
- Proven track record of delivering high-quality consulting services and achieving client satisfaction as a trusted advisor to business owners, C-level executives, and/or families of wealth, demonstrating exceptional sensitivity, empathy, and deep understanding in navigating complex family dynamics.
- Demonstrated expertise in multiple key focus areas, including: group facilitation/team dynamics, leadership development, succession/transition planning, strategic planning, legacy planning, board governance, and/or family education.
- Experience with governance and ownership matters in privately owned companies.
- A passion for working with family enterprises and a commitment to helping them succeed.
- A strong desire to be highly engaged with a thriving and dynamic community of like-minded professionals and to build a rewarding full-time consulting career.

## ATTRIBUTES

These attributes are common among people in this field and represent what we think will help someone to be successful at FBCG:

- **Independence and Entrepreneurship:** Demonstrated ability to take initiative and work autonomously, with strong self-reliance and drive to achieve personal goals.
- **Creative Problem Solving:** Approaching challenges with an innovative and out-of-the-box mindset, generating unique solutions that go beyond conventional thinking.
- **Service Mindset:** Focus on understanding and meeting the needs of others.
- **Interpersonal Agility:** Ability to adapt and navigate different social situations with ease, effectively communicating and building relationships with diverse individuals.
- **Authenticity and Integrity:** Possess honesty, courage, and tact to share challenging perspectives, enabling effective communication, understanding, and building strong relationships.

If you are interested, submit your qualifications to [careers@thefbcg.com](mailto:careers@thefbcg.com).