

# LOOKING FOR glow worms!



Role : L&OD Consultant (Full-time)

Location : 100% Remote - Anywhere; with domestic / international travel

## What's the role of a L&OD Consultant?

*Psst... More than  
the role, the secret  
is how you do it!*

We are looking for an articulate, empathetic and outspoken individual who is comfortable working with large client groups. A Consultant at Glow Worm translates the discovery of client needs, wants, strengths and challenges into their interactions with clients; designing and developing targeted content elements and collateral; facilitating structured and unstructured learning programs; and seeking proactive and ongoing feedback on all initiatives from various stakeholders.

*Let us tell you  
a story...*

## Who is Glow Worm Consulting?

Glow Worm Consulting is a boutique learning and organization development firm that works with diverse stakeholders – individuals, teams, organizations, institutions, communities – to make them more meaningful, impactful and happier human systems. Just like the Glow Worm carries its light within itself, our core belief is that our clients always carry their answers within them. We only co-create their environments, facilitate discovery and simplify action, to help them realize their true potential. We currently partner with clients in India, the Middle East and Africa (IMEA). We love every bit of what we do, immerse ourselves in every client's own unique context and take immense pride in delivering positive outcomes for them.

Every Glow Worm will always find in Glow Worm Consulting, a firm that invests in nurturing and growing them, genuinely cares about their well-being and happiness, is supportive of their personal priorities and, demanding of outstanding performance and commitment.

*Could be...  
You!*

## Who is a glow worm?

The best way to understand who a Glow Worm is, is to read through our Culture and Values. It is what we live and experience every day.

## What is this role about?

Could be...  
You!

### The Glow Worm L&OD Consultant

- Understands a client's culture and work environment through structured, thought-through interactions; and adapts and responds appropriately
- Designs physical and virtual collateral for diverse initiatives – presentations, talking points, handbooks, props, session plans – keeping in mind the specific project requirement, and overall Glow Worm communication and brand guidelines
- Understands important concepts and explores ways to translate these to practice
- Designs end-to-end learning activities with concrete learning / debrief points
- Co-facilitates / Facilitates workshops, meetings and focused group discussions at individual contributor and managerial levels
- Communicates thoughtfully, regularly and proactively with clients on key milestones and deliverables on projects, including seeking and reporting ongoing feedback
- Is a culture champion and coaches new hires and peers on ways of working at Glow Worm, helping them be more effective in their roles

## 100% Remote Work

We are a 100% remote organization so you need to be comfortable with and enjoy working in your own space and building relationships remotely. You must

- Have a stable, high-speed internet connection with capability to do daily, uninterrupted video calls
- Have a physical space / set-up to log-in and work from home

### To become a Glow Worm L&OD Consultant, You must have...

- Experience in consulting, facilitation
- Proficiency in MS office and G-Suite
- English communication skills, spoken and written
- Minimum graduation degree
- 4 to 7 years experience in a similar role

### To become a Glow Worm L&OD Consultant, You get brownie points for...

- Comfort with tools like Mailchimp, Canva, Illustrator, Photoshop, Bitly
- Professional certifications
- Proficiency in research methods
- A Masters degree or higher qualification in any of the social or behavioral sciences

THINK YOU are a  
glow worm?

