

Leadership Consultant Job Description

Reports to: Leadership Consultant Manager

FLSA Status: Non-exempt

Approval: CEO

Effective Date: September, 2026

Location: Remote

Travel: Required

Vision: Catholic Leadership Institute (CLI) sees a world where each individual understands their God-given mission in life and is doing their best to fulfill it; a world where Catholic leaders are influential voices in society; a world where Jesus' example of loving, servant leadership is modeled in every family, workplace, parish, and community.

Purpose: CLI provides bishops, priests, deacons, religious, and lay persons in the Catholic Church with world-class, pastoral leadership formation and consulting services that strengthen their confidence and competence in ministry, enabling them to articulate a vision for their local church, to call forth the gifts of those they lead, and to create more vibrant faith communities rooted in Jesus Christ.

Position Summary: Leadership Consultants accompany clergy, religious, and lay Church leaders using CLI's proprietary methods of consulting, coaching, training/development, and mentoring, both in-person and virtually, to build greater confidence and competence in ministry. Leadership Consultants analyze data to interpret key themes and patterns, identify actionable insights, partner with clients to implement pastoral plans, and assess outcomes. This unique accompaniment work empowers leaders to forge the future of our Church in the Apostolic Age. **Leadership Consultants must be able to commit to an average of 10–30 hours per week. While hours may vary from week to week, this is not an evenings or weekends-only position. Consultants must have availability during standard weekday business hours, as the role involves meeting and working directly with clients during those times. Consultants must also be available to travel two to three times per month, for up to ten days total, which may include occasional international travel.**

DESIRED QUALIFICATIONS

Qualifications

- Practicing Catholic with a deep love of the Roman Catholic Church
- Bachelor's degree from an accredited university
- Three to five years of experience in business, psychology, human resources, theology, pastoral ministry, education, non-profit leadership, or a related field
- Three to five years of staff or key volunteer leadership experience in a Catholic parish or diocese
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Preferred Relevant Experience

- Certificate in catechesis, adult formation, or pastoral ministry
- Experience in leadership consulting, coaching, volunteer management, spiritual direction, project management, organizational development, change management, or counseling
- Experience advising and accompanying clergy or organizational leaders by providing feedback, addressing change, or giving recommendations or direction
- Certifications in coaching, DISC, StrengthsFinder, or other personality/leadership style assessments
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Competencies and Other Skills

- Strong understanding of the Catholic culture, Church structure, parish life, ministries, roles, and evangelization and discipleship
- Comfortable leading prayer and other spiritual practices for groups to ground and center a process in Christ
- Demonstrated group facilitation skills with proven ability to listen actively and engage stakeholders and manage group dynamics both in-person and virtually
- Confident public speaker with ability to lead a client or project towards desired outcomes while providing pastoral accompaniment
- Strength in gathering and interpreting data to identify and solve a specific problem and ability to present and communicate the findings to various audiences
- Collaborative leadership skills that foster confidence and cooperation with all internal and external colleagues and clients; commitment to seeking and responding to feedback to improve collaboration
- Proven ability to lead others through periods of change with a hopeful resilience and trust in the process; confident in ability to innovate
- Exceptional emotional intelligence and interpersonal skills, including the ability to quickly build trust, establish rapport, coach senior leaders, and influence at all levels of an organization
- Comfort working across populations with differing expressions of ecclesiology, theology, politics, and culture
- Intercultural competence including necessary skills, attitudes, and language aptitude to serve in one or more of the diverse communities present in the Catholic Church in the United States today
- Self-starter with ability to work effectively in a remote environment, set priorities, and meet deadlines without direct supervision and demonstrate agility and adaptability as requirements or processes evolve
- High level of expertise and confidence with Microsoft Office products and tools for remote and virtual work; comfort facilitating virtual meetings with large and small groups

KEY LEADERSHIP CONSULTANT FUNCTIONS

Key Responsibility Area	KRA Statement	Typical Duties
Service Fulfillment	Plan, lead, and deliver CLI's range of formation and consulting services that strengthen the confidence and competence of clergy, religious, and lay Church leaders in ministry, enabling them to articulate a vision for their local church, to call forth the gifts of those they lead, and to reshape their parishes as more vibrant witnesses of hope and beacons of light in this new apostolic era.	<ul style="list-style-type: none"> · Collaborate with key internal and external project stakeholders to effectively lead the project team and drive project outcomes · Maintain a professional persona and client mindset marked by effective communication, empathy, and accompaniment · Lead others through a planning process of priority identification, goal setting, and a plan for implementation in the short- and long-term · Identify and address personal leadership development goals for clergy and lay leaders through coaching to motivate and encourage them in their role · Deliver soft skills and leadership training to adult learners, using a variety of instructional techniques and formats, including facilitating team exercises, role playing, group discussions, etc. · Collect, analyze, and synthesize data, draw conclusions and imagine possible action steps; facilitate client understanding of data and reports · Complete in a timely manner all related administrative and reporting duties
Ongoing Development	Actively seek, engage in, and initiate ongoing opportunities for training, development, and formation, especially through CLI Academy and other CLI-provided training opportunities, to develop the mindsets and skillsets necessary to serve	<ul style="list-style-type: none"> · Participate in internal CLI development and formation opportunities to further knowledge base, skills, and workplace culture · Actively seek feedback and set personal goals to grow in skillset and mindset · Acquire fluency and confidence with CLI program curriculum and content · Strengthen delivery skills rooted in best practices for adult learners

	the Church as it forges a path in this apostolic age.	· Research, collaborate on, and learn new content that is created
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CLI CRITICAL SUCCESS CRITERIA

Self-Assurance and Humility: Has deep trust in the Lord and in one's ability to meet most challenges. Inspires self and others to fulfill commitments and achieve a positive outcome. Does not seek personal recognition but is committed to the success and growth of others. Makes it about the other person rather than about self. Invites others to participate and open up more fully. Understands that "I have to do it myself and I can't do it alone." Values excellence and is committed to lifelong growth in holiness, confidence, and competence.

Comfortable with Ambiguity: Has ability to 'go and figure it out' when all necessary information is not available. Is willing to make quick decisions even without all the facts. Handles deviations from routine without assistance; readily accepts changes in procedures, assignments, and priorities.

Takes change in stride; adapts, improves, and overcomes obstacles and challenges. Can balance competing priorities in assignments. Doesn't dwell on the negative or downside of things or decisions.

Resilient Drive: Has the ability and energy to do what it takes to be faithful to God's call and to one's unique role in service to the CLI Vision and Mission. Is motivated to achieve his/her goals and to support the goals of the organization, knowing that that will require effort, flexibility, and skill. Anticipates problems and obstacles and brings resourcefulness and a "can-do-spirit" to both short and long-term goals and tasks. Finds satisfaction in the living out of one's purpose and values and in the effort it takes to achieve one's key responsibilities and SMART Goals. Is committed to the development and training that it will take along the way.

LEADERSHIP CONSULTANT CRITICAL SUCCESS CRITERIA

Flexibility & Adaptability: Adjusts approach and mindset in response to changing situations, uncertainties, and new challenges. Maintains a curious and inquisitive attitude, asks meaningful questions, explores innovative solutions, and demonstrates commitment to continuous learning. Open to change, solves problems creatively, and adjusts methods to suit different environments. Motivates self, shows initiative, and effectively balances multiple responsibilities, including tasks that may require shifting priorities.

Hopeful Reliance: Possesses trust and confidence in God's ultimate control and guidance, embraces change with optimism, and inspires hope in others. Accepts the process and the people involved in decision-making while remaining steadfast and uncompromised by doubt. Demonstrates

resiliency, curiosity, and compassion, models a strong faith in the Spirit's guidance while navigating ministry challenges.

Service-Oriented Leadership & Intentional Accompaniment: Focuses on the well-being and growth of others. Embodies values such as authenticity, trustworthiness, strong communication, integrity, compassion, empowerment, and continuous improvement. Balances task completion with relationship-building, drives processes forward while fostering meaningful connections. Connects with people emotionally, accompanies them through recognition of individual needs and progress, and intentionally supports them through transitions and challenges.