



JOB DESCRIPTION

ESS Executive Expert (Trainer | Coach | Consultant | Mentor | Advisor)

Employment Type: Project-Based | Advisory Engagement | Fractional | Executive Assignment

Level: Senior Expert | Executive Expert | Industry Leader

Location: Global | USA | Vietnam | Remote & On-site

About ESS Executive

ESS Executive is a premier Executive Search, Advisory, Leadership Development, and Organizational Transformation platform dedicated to helping organizations build exceptional leadership capabilities and sustainable business performance.

We partner with business owners, boards, executives, and leadership teams to solve complex challenges, accelerate transformation, and achieve measurable business outcomes through world-class expertise and leadership excellence.

As an Executive Expert, you will become part of a distinguished network of trainers, coaches, consultants, mentors, and advisors who contribute directly to organizational success through knowledge, experience, and strategic guidance.

Role Objective

The Executive Expert serves as a trusted advisor and transformation partner to organizations, executives, and leadership teams.

This role combines consulting, coaching, mentoring, training, and advisory capabilities to help clients improve leadership effectiveness, organizational performance, business transformation, operational excellence, and long-term growth.

The Executive Expert is expected to bring deep expertise, practical experience, and executive-level credibility while delivering measurable value to clients across multiple industries.

Key Responsibilities

Strategic Consulting

- Analyze complex business and organizational challenges.
- Develop practical, data-driven recommendations and transformation roadmaps.
- Support strategic planning, operational improvement, and business growth initiatives.
- Facilitate executive decision-making and organizational alignment.



Executive Coaching & Mentoring

- Conduct one-on-one executive coaching engagements.
- Mentor senior leaders and high-potential talent.
- Support leadership development and succession planning initiatives.
- Help executives improve decision-making, communication, influence, and leadership effectiveness.

Training & Facilitation

- Design and deliver executive education programs, workshops, and leadership development initiatives.
- Facilitate interactive learning experiences for executives, managers, and professionals.
- Adapt learning content to specific business and industry requirements.
- Evaluate learning outcomes and business impact.

Advisory & Subject Matter Expertise

- Serve as a trusted advisor for strategic projects and transformation initiatives.
- Provide industry expertise and best-practice recommendations.
- Participate in executive reviews, assessments, and advisory boards when required.
- Support clients in solving high-priority business challenges.

Intellectual Property & Content Development

- Develop proprietary frameworks, methodologies, assessment tools, and best practices.
- Create executive-level content, case studies, and learning materials.
- Contribute thought leadership and industry insights to ESS Executive initiatives.

Required Qualifications

Professional Experience

- Minimum 10-15 years of leadership, consulting, coaching, advisory, or industry experience.
- Proven track record of delivering measurable business and organizational results.
- Experience working directly with senior executives, business owners, or boards.
- Prior experience in consulting, executive coaching, leadership development, organizational transformation, or functional leadership is highly preferred.

Educational Background

- Master's degree or PhD in a relevant discipline preferred.
- Bachelor's degree with significant executive-level experience may also be considered.



- Professional certifications are highly valued, including:
 - Lean Six Sigma Black Belt / Master Black Belt
 - SHRM / HRCI
 - CFA / CPA
 - Industry-specific certifications

Professional Competencies

- Executive presence and credibility.
- Exceptional communication and facilitation skills.
- Strategic thinking and business acumen.
- Strong analytical and problem-solving capabilities.
- Stakeholder management and influencing skills.
- High emotional intelligence and coaching effectiveness.

Preferred Areas of Expertise

- Leadership Development
- Executive Coaching
- Operational Excellence
- Lean Six Sigma
- Organizational Development
- Human Resources & Talent Management
- AI & Digital Transformation
- Manufacturing & Supply Chain
- Finance & Business Strategy
- Sales & Commercial Excellence
- Innovation & Entrepreneurship
- Corporate Governance

Success Indicators

- Positive client feedback and engagement outcomes.
- Demonstrated business impact from consulting and advisory projects.
- Leadership capability improvements among participants and coachees.



- High-quality content, frameworks, and intellectual property contributions.
- Long-term client relationships and repeat engagements.

Why Join ESS Executive?

- Access executive-level consulting, coaching, advisory, and leadership development opportunities.
- Work with leading organizations across industries and geographies.
- Collaborate with a distinguished network of experts and business leaders.
- Build your professional brand and thought leadership presence.
- Contribute to meaningful transformation and business impact.

The Right Expert. The Right Insight. The Right Results.