



SENIOR STRATEGIST

Imagine Deliver is seeking an innovative, design-minded Senior Strategist to drive bold, user-centered solutions in engagement and insights, service design, systems improvement, and executive advising. We partner with influential organizations—from philanthropic foundations and government agencies to healthcare systems and Fortune 500 companies—to create bold, innovative futures for our communities. If you're entrepreneurial, courageous, and genuinely excited about this role, we want you on our team.

This full-time position is based in Minnesota under a flexible hybrid model with up to 15% travel that reports directly to our Managing Principal.

Who We Are – Warm, Competitive, and Ready to Act

At Imagine Deliver, we strive to keep our culture both warm and supportive—even as we move fast and work hard. We're a down-to-earth team that knows we always have something to learn, and we value leaders who take initiative, set clear goals from day one, and confidently navigate our client relationships and our experienced, creative team. We're proud of our work ethic (and we're not afraid to admit it), but we also know that a little humility and humor go a long way. If you're ready to jump in, hold yourself accountable, and lead by example, we'd love to hear from you.



What You'll Do

Daily Responsibilities

Strategic Project Leadership

- **Drive Bold Strategies:** Lead the planning, budgeting, execution, and delivery of high-impact consulting projects that fuse user insights with innovative design and rigorous analysis.
- **Facilitate with Impact:** Run engaging workshops, events, and meetings that spark creative solutions and yield clear, actionable outcomes.
- **Craft Compelling Narratives:** Develop visually striking, data-driven presentations and persuasive reports that clearly communicate our strategic vision.

Client Relationship Leadership & Advisory

- **Advise with Clarity:** Serve as a trusted advisor to clients, guiding them through complex challenges with clear, actionable recommendations.
- **Build Lasting Partnerships:** Cultivate strong, genuine relationships with key stakeholders to ensure your strategies deliver measurable impact.
- **Engage and Influence:** Use your excellent public speaking and facilitation skills to lead client discussions and secure buy-in for strategic initiatives.

Doer Mentality & Independent Execution

- **Own the Process:** Take full ownership of your projects—often working independently when you're the only one on the job, and sometimes leading a small team when needed.
- **Resourceful Problem-Solving:** Navigate ambiguity with confidence, making critical decisions on the fly to keep projects on track.
- **Hands-On Implementation:** From in-depth research to building a compelling deck, you manage every detail with passion and precision.

Human Factors & User-Centered Design

- **Deep User Insights:** Every strategy should be grounded in a solid understanding of human behavior, ensuring solutions are simple, practical, engaging, and truly user-centered.
- **Personal Engagement:** Bring warmth and empathy to every interaction, making clients and team members feel seen, valued, and understood.



- **Aesthetic & Practical:** Balance creative vision with data-driven analysis to deliver solutions that are both beautiful and effective.

Client Relationship, Business Development & Thought Leadership

- **Network & Influence:** Act as the relationship leader by building and nurturing connections with key stakeholders and apex leaders.
- **Drive Growth:** Identify new business opportunities, contribute to persuasive proposals, and support our business development efforts.
- **Lead by Example:** Represent Imagine Deliver at conferences, public events, and client meetings, establishing our reputation as an industry thought leader.

Approximate Role Breakdown

- **40%: Project Management, Client Advisory, and Operational Oversight**
Lead the end-to-end delivery of strategic consulting projects, manage client engagements, and ensure projects are executed with precision and impact.
- **40%: Thought Leadership, Public Speaking, and Facilitation**
Represent Imagine Deliver at public events and client meetings, facilitate dynamic workshops, and deliver compelling presentations that inspire and drive clear results.
- **20%: Growth Initiatives, Proposal Writing, and Special Projects**
Identify and develop new business opportunities, craft persuasive proposals, and spearhead special projects that fuel our continued expansion.

What We Offer

Compensation, Benefits, and Work Arrangements

- Base Salary: \$90,000 – \$100,000/year
We will not extend an offer outside this range; most candidates can expect a mid-range offer based on experience and fit.
- Benefits: Comprehensive healthcare, dental, 401K, and generous paid time off.
- Additional performance-based bonuses and growth incentives are available, rewarding outsized contributions and the achievement of big milestones.
- Professional Growth: Continuous training and access to cutting-edge tools and resources to keep you at the front.



Who You Are

Experience & Qualifications:

- 10+ years in strategy consulting, urban planning, community development, project management, community engagement, or a related field.
- Backgrounds in journalism, policy, lobbying, user-centered design, or consulting are highly valued.
- Proven success in crafting compelling decks, delivering robust analysis, and leading complex projects.
- Bachelor's degree is required; a Master's degree (e.g., MPA, MURP, MBA, or equivalent) is strongly preferred.
- If you can demonstrate exceptional achievements and expertise through your professional experience, we welcome your application even if your educational background is nontraditional.
- **Essential:** You must have reliable personal transportation and the necessary support systems—such as secure full time childcare—to consistently meet the needs of this role. This position requires punctuality, flexibility, and the ability to handle occasional travel.

Attitude:

- You have a “get it done” mentality—you are self-directed, resilient, and ready to hit the ground running.
- You possess a growth mindset, are deeply collaborative, are unafraid to learn in public and see challenges as opportunities.
- You bring warmth, great manners, radical candor, and a genuine commitment to making every client and team member feel seen and valued.

Aptitude:

- You are a strategic thinker who blends creative vision with solid analysis.
- Your storytelling, negotiation, and public speaking skills enable you to communicate complex ideas clearly and persuasively.
- You are highly proficient with modern tools (e.g., Microsoft PowerPoint, Google Slides, Monday.com) and adept at leveraging digital platforms to support strategic initiatives.
- Your deep understanding of human factors and user-centered design ensures that every plan, strategy, or deliverable is both innovative and practically applicable.



How to Apply

1. One-page resume (or a link to your complete and descriptive LinkedIn profile)
2. Work/Writing sample
3. Cover letter: In your email, tell us why you're excited about this role, what sparks your passion, and how your experience beats or meets the requirements we've listed.

Send materials to talent@imaginedeliver.com with "Senior Strategist" in the subject line. Interviews will be conducted on a rolling basis.

What Success Looks Like

- **Superior Design & Impact:** You deliver innovative, user-centered work that drives exceptional outcomes and builds systems for the future.
- **Operational Efficiency & Immediate Action:** Every project is executed with strength—on time and within budget.
- **Trusted Leadership & Collaboration:** You forge strong, genuine relationships with clients and peers, facilitating seamless teamwork that turns insights into real-world impact.
- **Business Growth:** Your thinking and approach, plus your network-building habits, unlock new opportunities and ensure our projects drive the national conversation.
- **Actionable Solutions:** With our focus on "User as Designer," nothing sits on a shelf—your strategies spark immediate action and result in systems that work better for tomorrow.
- **Team-Oriented Innovator:** You solve problems, stay humble, and work well with others—always caring about the mission and the people around you.

About Imagine Deliver

Imagine Deliver is an award-winning, woman-owned B Corp based in Minneapolis, dedicated to transforming civic and social systems toward bold, innovative futures for everyone. As a national leader in user-centered design, engagement, and insights, we partner with clients across community development, philanthropy, government, healthcare, and financial services to take bold action together and create systems where everyone thrives.

For more information, visit imaginedeliver.com
219 SE Main Street, Suite 300



Minneapolis, MN 55414
(612) 200-2349 | hello@imaginedeliver.com

Equal Employment Opportunity

Imagine Deliver is an equal-opportunity employer. We base all employment decisions on qualifications, merit, and business needs. We do not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, gender identity, disability status, age, or any other protected characteristic as defined by law. We value fresh ideas and unique perspectives, and we welcome candidates who can contribute to a rich variety of viewpoints and experiences. All qualified applicants are encouraged to apply.

