



BELLWETHER

EDUCATION PARTNERS

CONSULTANT Strategic Advising Team

Overview

Founded in 2008, Bellwether Education Partners is national nonprofit dedicated to helping education organizations – in the public, private, and nonprofit sectors – become more effective in their work and achieve dramatic results, especially for high-need students.

Organization

Bellwether’s programs and services are aimed at improving education at a crucial point in our country when our goal of a more equitable democratic society as well as our changing economy demand dramatically better outcomes from our public education system. There is a growing community of performance-driven education reform leaders, entrepreneurs, organizations, foundations and public institutions that are spearheading innovative approaches to better serve all students, especially those in low-income communities. These organizations and their supporters are demonstrating the promise of innovative solutions for closing the persistent achievement gap in public education.

As these organizations gain recognition and grow beyond the start-up stage, they need help to develop more sophisticated business strategies, more mature internal management systems, high-level thought partnership, and more diverse and deeper leadership capacity. Through a combination of grant-funded programs, and specialized, practical, and actionable services, Bellwether seeks to address these needs by focusing on four primary areas:

- Thought leadership and knowledge generation for the field,
- Strategic advising and consulting,
- Organizational and leadership development, and
- Talent services including executive search and internal recruitment training.

For more information on our organization, please visit: www.bellwethereducation.org.

Leadership

Bellwether is an entrepreneurial, rapidly growing organization bringing together a team of accomplished individuals with demonstrated experience and expertise in performance-driven education reform. We have team “hubs” in Chicago, San Francisco, and Washington DC.

Combining the expertise of our team, we are an “action tank” - at once a generator of innovative and purposeful reform ideas, as well as a provider of direct services and momentum-building activity to the field. Bellwether’s partners generate and lead their own areas of work based on their deepest areas of expertise, but also work together on projects where their combined expertise is much greater than the sum of the parts. We do not cover the waterfront like some large consulting firms; instead, by remaining strictly focused in our areas of expertise and the needs of underserved students in America, we provide unparalleled leadership, support, wisdom, and experience to help build the field of education change agents, and help the organizations they lead to have the greatest impact possible.

Position

Consultants work as members of small teams and take leadership roles in both external and internal capacities. Externally, Consultants play an important role within Bellwether client teams on client engagements by identifying issues, forming hypotheses, designing and conducting analyses, building models, synthesizing conclusions into recommendations, developing work plans, and ultimately helping to implement change with our clients. Throughout an engagement, a Consultant is directly involved in discussions and presentations with senior client leadership. Internally, Consultants work closely with Bellwether Associate Partners, Principals, and Partners and, as needed, are assigned the role of overseeing and managing the output of more junior staff members (Analysts, Fellows, and Interns) for Bellwether.

Consultants are accountable to Associate Partners and Principals within Bellwether who, in turn, guide their work and invest in their professional development. This particular opportunity is in the **Strategy Consulting** practice within Bellwether, led

by Managing Partner and Co-Founder Mary Wells. While the Consultant will have the opportunity to work across the Bellwether program areas to broaden his/her skills and perspectives, the majority of time will be allocated to supporting Strategy Consulting.

In that context, the Consultant's **primary responsibilities and duties** will be to:

- take on client responsibilities, as described above;
- partner with clients and senior Bellwether team members to develop high-impact business strategies, and implementation plans in response to real-world, time-sensitive challenges brought forward by the client;
- develop work-plans and execute against these plans with independence and a high degree of ownership;
- perform quantitative and qualitative analysis on core strategic issues for clients; synthesize insights and eventually oversee and manage more junior staff members who perform research and analytical functions;
- identify key data sources, and gather data through interviews and secondary research;
- manage client meetings with independence, including strong meeting preparation and follow-up;
- serve as a thought partner, leveraging internal and external networks, to engage in team problem solving, share evolving business trends and best practices, and contribute to knowledge creation initiatives;
- write and deliver high-impact presentations, strategic plans and research briefs;
- take on internal roles to build out Bellwether's key capabilities; and
- generate creative, action-oriented insights and recommendations for both internal and external improvements.

Qualifications

Bellwether is a strong fit for professionals who possess strong personal drive and motivation; demonstrate exemplary professional behavior and values, and who are resourceful, responsible, tenacious, independent, and self-confident.

The ideal candidate for this position will **have formal training and experience from a premier management consulting organization and success as a strategy consultant**, bring a sophisticated understanding of relevant issues in education reform, and possess an entrepreneurial spirit. In addition, the successful candidate **will** have:

- at least three years' professional experience in a role requiring strategic consulting, project management, research, and analytical problem solving;
- demonstrable passion and commitment to working in the field of urban education reform;
- some familiarity with the challenges facing urban schools and education reform efforts in the United States;
- a well-rounded inter-personal skill set with the capacity to build strong client relationships, work effectively in team environment, and facilitate joint problem solving with clients and team;
- excellent quantitative analytical skills (including high degree of comfort with financial modeling and data analysis), creativity in problem solving, and a keen business sense
- strong communication skills, both verbal and written;
- a highly self-motivated work style and willingness to proactively take on leadership roles within project teams and the firm;
- maturity, flexibility and comfort working in a small organization;
- a strong academic record including a graduate degree, ideally in business; and
- comfort with some travel.

Compensation

Bellwether Education Partners provides competitive compensation and an attractive benefits package including a performance-based bonus based on individual and firm success, full health care coverage, and access to 401(k) accounts with a matching contribution policy.

Location

Chicago, IL; Washington, DC; or San Francisco, CA

To Apply

Bellwether Education Partners is committed to providing equal opportunities. We serve diverse organizations, and are committed to non-discrimination. It is our policy to ensure that all individuals with whom we are in contact are treated equally without regard to age, color, disability, gender, marital status, national origin, religion, sexual orientation, expression, gender identity or veteran's status.

Consultant candidates must be able to join Bellwether by the summer of 2014. The review of applications will begin immediately and will continue until the position is filled. Applications should consist of a letter of interest and a current resume and should be submitted *electronically*. Applications or inquiries about the position should be directed to:

Moire Carmody, Operations Manager

Bellwether Education Partners

via: moire.carmody@bellwethereducation.org

For more information on our organization, please visit: www.bellwethereducation.org