

JOIN OUR TEAM



Analyst

CFAR helps leaders activate organizations to achieve their highest aspirations—productively, meaningfully, profitably, and with impact.

We are looking for intellectually curious individuals who are eager to gain exposure to different kinds of organizations and leadership challenges, while contributing to multiple client engagements on teams led by our senior consultants.

What's the job?

Our Analyst position is a two-year, full-time position with possibility of promotion to Associate, which is a one-year position. Analysts play a critical role on our project teams with senior consultants and clients. They coordinate projects and conduct background research, interviews, and quantitative and qualitative analysis—among other things. This two-year consulting position offers a glimpse of how things work in many different kinds of organizations, and insight into many of the major business issues facing leaders today.

Who are we looking for?

We want intellectually curious, self-starters who can write clearly, think critically, and analyze

qualitative and quantitative data. Analysts need to be able to organize themselves and others in a relatively unstructured environment. We are looking for recent college graduates or those who are in their first job and looking for a new challenge. All majors are welcome; our analysts have come with degrees in economics, psychology, sociology, business, and English.

Where do Analysts go next?

Our Analyst position is a two-year, full-time position and provides excellent training for a variety of career directions. Analysts have gone on to other consulting firms, tech start-ups, major foundations, and graduate programs in areas including economics, business, organizational development, and non-profit leadership.

Location: Greater Philadelphia area. CFAR is currently hybrid with two days required in-office.

Salary Range: \$55,000–\$58,000. Salary is commensurate with professional experience, plus benefits including health insurance.

Travel: Analysts can expect to spend anywhere from 10% to 30% of your time traveling to client sites. This percentage is not fixed and will vary over time. In any given month, it may be lower or higher depending on the location of your clients.

Visas: CFAR is not providing visa sponsorship for this position.

How to apply: To apply for an Analyst position, please send, in PDF form, résumé, cover letter, and one to two writing samples (between three and 20 pages each) to analyst-recruiting@cfar.com.

Start Date: January 2023



Who are we?

We at CFAR bring a commitment to unleashing potential and maximizing impact for our clients, through management consulting and executive coaching services that deliver both desired outcomes and improved relationships. A growing, \$6M-firm, we have, for close to four decades, provided guidance and expertise to tackle the thorniest issues—ones often rooted in a misalignment between important organizational goals and individual beliefs about what it will take to achieve them. We come to our work as curious problem-solvers. Our heritage as the Wharton School's only multi-disciplinary, applied research center lives on in our continued dedication to advising leaders on complex organizational issues where both people and performance matter.

CFAR has always been a consulting firm with an “applied” focus: we bring ideas to life through our work, using them to resolve very practical dilemmas that get in the way of organizational excellence. And we remain on the cutting edge of the problems that our clients face today, whatever they are—those that are often not yet clarified, systemetized, or understood. Though the world may have changed, our mission remains the same as the day we were founded: to help leaders activate organizations to achieve their highest aspirations—productively, meaningfully, profitably, and with impact. We partner with leaders in a variety of organizational types and industries, including healthcare, family enterprises and owner-led businesses, higher education, and other for- and non-profit entities.

We have several distinctive characteristics:

- Our people are our greatest strength. We are passionate about our work—with our clients and with each other as we grow our firm.
- Our approach embraces the fundamentals of both economics and human behavior—because we know that one informs the other in any organizational system.
- We have a proud history of applying new ideas to novel, complicated problems for which traditional solutions have been found ineffective, particularly in organizations with multiple stakeholders holding diverse interests.
- We engage in rigorous and creative analyses of our clients' business dilemmas, help our clients work through their dilemmas to reach solutions appropriate to their organizational culture, and equip them with the skills and structure to sustain change going forward.
- We embrace the value of different disciplines and perspectives, which is reflected in the wide variety of advanced degrees our consultants have earned—including business, economics, anthropology, public health, psychology, political science and diplomacy, and communications.
- We aspire be a firm where each of us feels motivated by our purpose, collaborates to achieve our strategy and goals, grows professionally, and personally contributes at our highest potential. To best deliver on our aims, we seek to be rich in diversity of all kinds and focus on practicing inclusion.
- We are committed to helping every at our firm become lifelong learners, with committed annual developments plans for each person.
- Our project teams consist of senior lead consultants, supported by Analysts and Managers. Internal administrative work (IT, finance, communications, etc.) is managed by our Support Staff.