

# JOIN OUR TEAM



## Senior Manager

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

We are looking for seasoned professionals to join our firm as a Senior Manager. This is a senior consulting role, ideal for individuals who are excited about contributing to the thought leadership and development of our firm, and who have the experience to lead and manage work, both independently and in teams.

### What's the job?

Senior Managers work collaboratively with senior executives to design and deliver high quality consulting and facilitation support and to apply unique CFAR tools and deliverables to clients.

Senior Managers bring functional area expertise that can be applied in multiple industries, with a demonstrated ability to get “up to speed” quickly when working with clients. Senior Managers manage CFAR client engagements and direct teams to work collaboratively and efficiently. They also create opportunities for development within the team. Effective Senior Managers have the interpersonal and influence skills necessary to develop productive working relationships with clients. They are comfortable with the complexities and dynamics of business and enterprise performance, including but not limited to, general management, financial management, operations and/or marketing. Senior Managers also are comfortable developing new business and prospecting clients. They understand how to explore opportunities, develop tailored project designs that meet unique client needs, lead sales calls, and write proposals.

### Who are we looking for?

We are looking for individuals with seven to 10+ years of work experience and an advanced degree, who are excited at the prospect of contributing to the thought leadership and development of our firm and have the experience to lead and manage work independently and in teams.

- We seek candidates with outstanding intellectual abilities and analytic rigor, a solid, practical sense of how to work with and provide project management for clients in complex organizational environments, and an attunement to human behavior. The last is particularly important, as our work demands a keen ability to interpret what is “explicitly” stated in any given situation versus the “tacit” dynamics at play that may suggest something else is happening.
- Successful candidates are well-rounded individuals, with seven to 10+ years of work experience and an advanced degree in relevant fields—such as business, psychology, healthcare administration, or the social sciences—in addition to exposure to finance and economics.
- Senior Managers must be highly motivated and detail-oriented professionals with the ability to multi-task across multiple different projects. Comfort with ambiguity is a must.
- Above all, we are looking for dynamic people who can exhibit presence, confidence, and humility in the face of complicated client problems.



Senior Managers will have a growing network of relationships, ideally related to one or more of CFAR's market areas, including healthcare, family enterprises and owner-led businesses, and higher education.

How we work together internally is as important to us as how we work with our clients, so we strive to find individuals who fit our culture and share our values. These are people who display a natural curiosity, have a demonstrated record of leadership within and outside the workplace, enjoy working in an entrepreneurial environment, and are fun to be around. Our goal is to hire people who we can imagine will one day become principal owners of the firm. The Senior Manager role represents a “fast track” path to a Principal position for the right candidate.

## Who are we?

**W**e 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, systematized, 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.

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- 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 to 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 everyone at our firm become lifelong learners, with annual development plans for each person.
  - Our project teams consist of Principals and Senior Managers, supported by Managers and Analysts. Internal administrative work (IT, finance, marketing and communications) is managed by our Support Staff.

## Our Race, Diversity, Equity, and Inclusion Aspirations

As a firm, we will not accept discrimination against any human being based on their race, ethnicity, gender identities/expressions, sexual orientations, physical/developmental ability, or religious beliefs. We are committed as a firm to fighting against the implicit and explicit biases that harm the communities where we live and work.

We know that better is both possible and necessary, including in our own firm. We at CFAR are committed to making a difference—by working with leaders, organizations, and communities to create space for dialogue and connection. Through our deeply held belief that differences are a virtue, not a liability, we believe we can help to create the impactful outcomes we seek.

Leaders have an important role in our collective next chapter to demonstrate values and build cultures that embrace differences, learning, hope, and commitment to change.

While the world around us continues to feel uncertain and divided, we see more that connects us while acknowledging our own work to do. CFAR stands firmly in our commitment to clients and to each other, to do better, to appreciate our starting place, and to bring compassion and dedication to issues of race, diversity, equity, and inclusion, wherever they show up in our lives.

### Other Details:

**Location:** Our current work environment is hybrid. We seek individuals who could work from our Philadelphia or Boston offices.

**Travel:** You can expect to spend anywhere from 10% to 50% 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.

**Compensation:** The starting salary for the Senior Manager role ranges between \$120,000 and \$135,000, based on experience. This salary is complemented by competitive benefits, time off, and the potential for a performance-based bonus.

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

### How to Apply:

If you believe you have the skills, qualifications, and passion to contribute to our growing firm, please send a cover letter and résumé to [recruiting@cfar.com](mailto:recruiting@cfar.com).

**Deadline for applications is March 1, 2023.** Applications will be reviewed on a rolling basis. We look forward to hearing from you!