

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 Senior Managers who are both 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.

What's the job?

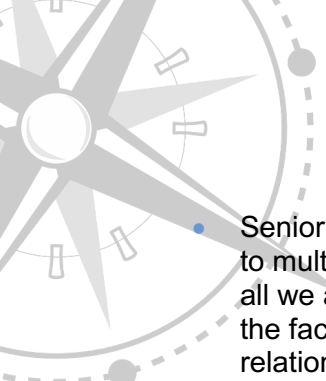
Senior Managers work collaboratively with senior executives to design and deliver high quality support, facilitation, coaching, unique CFAR tools and deliverables. Senior Managers develop and manage a CFAR team that works collaboratively and efficiently and creates opportunities for development within the team.

Senior Managers bring functional area expertise that can be applied in multiple industries and can get “up to speed” quickly when working with new clients. They have the capacity to develop an effective and collegial consulting relationship with new clients and work effectively with people at all levels of the organization. An effective Senior Manager has the interpersonal and influence skills necessary to develop productive working relationships with clients. Senior Managers 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 arenas. Senior Managers also are comfortable developing new business and have the ability to prospect clients, explore organizational needs, 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 advanced degree, who are both 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 going on.
- Successful candidates are well-rounded individuals, with seven to 10+ years of work experience and advanced degree in relevant fields—such as business, psychology, international relations, 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 a number of 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.

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, \$5M-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.



- 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 senior lead consultants, supported by Analysts and Managers. Internal administrative work (IT, finance, communications, etc.) is managed by our Support Staff.

Other details:

Location: Boston or Philadelphia

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.

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For now, we are conducting nearly all of our work remotely to ensure the safety of our staff and our clients.

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 seniormanager-recruiting@cfar.com.

Deadline for applications is October 15, 2021. We look forward to hearing from you!