



Cicero

THIS IS THE CICERO WAY

The spirit is the true self.

*The spirit, the will to win,
and the will to excel are
the things that endure.*

Marcus Tullius Cicero
Roman Statesman
106 - 43 BC



OUR PURPOSE

PEOPLE & IMPACT

Cicero Group is a premier management consulting firm focused on implementing data-driven strategies for a broad mix of private, public, and social sector organizations across the globe. Our consultants use data and experience to generate insights, create actionable strategies, and drive transformation with an overarching purpose of helping people create and continuously deliver extraordinary results.

ROLES IN OUR FIRM

Engagement Managers are project leaders. In this role, you'll be deeply involved in all aspects of the consulting process, working directly with Partners and Principals to craft innovative strategies that shape our clients' futures. You'll lead teams of Associates and Business Analysts in executing project responsibilities and will develop client relationships as a trusted thought-partner and facilitator. Internally, you will manage diverse internal initiatives and play an active role in mentoring and inspiring our ambitious consultants.

Associates are deeply involved in all aspects of the consulting process and work closely with Engagement Managers to guide larger and more complex project responsibilities. As a Cicero Associate, you'll lead small teams of Business Analysts and play a central role in shaping our strategic recommendations. You'll engage directly with clients to understand their needs and implement original, creative solutions.

Business Analysts form the heart of almost every Cicero project. In this role, you'll be part of 1-2 project teams at any given time, leading the research and analyses that shape our strategic recommendations. Your colleagues and project leads will challenge you to develop new skills and will help you achieve your professional goals.

THE INTERVIEW PROCESS

At Cicero, our interview process consists of three distinct phases which are uniquely designed to help us build a complete picture of you as a candidate. In addition to learning more about you and testing your analytical abilities, we will also provide opportunities for you to learn more about why Cicero is a great place to work and grow.

FIRST-ROUND INTERVIEWS

The first-round of the interview process is a one-way video interview. This is an on-demand interview which means that you'll be able to record your answers any time before the deadline. Throughout the interview, you will be shown several questions related to your background and experiences in previous roles or situations. Cicero looks for talent and ambition from every kind of background. Regardless of field of study or prior employment, we want to learn why you're the perfect fit for Cicero, and why Cicero is the perfect fit for you. As a part of this interview, you will also be asked to do a hypothetical analytical exercise, typically referred to as a market-sizing question. These questions are designed to test your problem solving, mental math, and creativity skills by estimating a market, industry, or other variables that might not be obvious at first. Your estimation should be based on a logical framework and assumptions—it is not always expected to arrive at the "right" answer. Instead, we want to see how you think in an abstract environment—your business aptitude, the assumptions you make, and the process you follow from question to answer.

SECOND-ROUND INTERVIEWS

The second-round consists of two full-length case interviews with full-time consultants at Cicero. Case interviews are the defacto standard interview at consulting firms, designed to test candidates by asking them to work through real-world problems and scenarios, ultimately arriving at a solution or recommendation. At Cicero, the case interviews presented to you will be based on former Cicero projects, giving you an inside look into the day-to-day work we do as a firm. As case interviews will revolve around real-world scenarios, it is important that you review business and strategy principles that will help you best prepare for your analysis.

THIRD-ROUND INTERVIEWS

The third-round of the interview process consists of a strategic and analytical exercise concluding with a presentation to a mock executive panel. You will also likely meet with a member of our leadership team for a final interview. Please use this time to ask questions of our leadership as well. Not only are they experts in the consulting industry, but they can offer insight into daily operations and projects here at Cicero. During the analytical exercise portion of the third round, you will be presented with a prompt including business background, challenge and data based on a real Cicero case and given one hour to analyze the prompt and use additional data to create a short presentation and recommendation. At the end of the hour, you will then deliver a short oral presentation of your analysis and findings to a panel of consultants representing the client. This panel will ask probing questions, so make sure to back up your findings with relevant data and logic.

PRACTICE AREAS

Our roots are in data, and we use carefully crafted methodological designs to ensure our solutions are driven by accurate and insightful information and data sources.



CUSTOMER INSIGHTS & ANALYTICS: Cicero combines in-depth customer insights with practical expertise in operations and analytics to help our clients create sustainable growth. We help clients realize effective change by relying on our expertise in sales & marketing, advanced analytics, data monetization, digital, product & pricing optimization, data strategy and custom market research.

STRATEGY: Cicero helps clients build lasting capabilities, mobilize for change and develop and execute winning strategies that create more value in their business. We help clients implement analysis-driven profitability improvement plans using profitability assessments, growth strategy development, pricing optimization, SG&A optimization, working capital reduction and acquisition pipeline & strategy.

OPERATIONAL EXCELLENCE: Cicero helps clients transform operations by taking a holistic view that transcends silos, connects operations to strategy, and focuses on the opportunities that will create the greatest value. We build on foundations in lean business transformation, manufacturing and supply chain, operations performance management and service & support optimization.

TRANSFORMATION: Cicero guides clients through a cross-functional effort to change their financial, operational and strategic trajectory, putting their company on the path to sustained value creation. We employ a systematic approach for dealing with transitions, overall business calibration and maximizing post-merger value by development and implementing integration strategy.

ED DIRECTION (K-12 EDUCATION): Ed Direction is the country's most effective school transformation partner—working with hundreds of thousands of students in more than 1,000 schools to maximize student achievement. Our relentless focus on the most effective evidence-based practices produces significantly improved student outcomes.

GOVERNMENT: Public sector leaders face a range of needs from developing human capital to decreasing inequality. Cicero promotes efficiency and ensures the correct goals are set and the right actions implemented. We also utilize our deep understanding to identify areas that are in need of attention and those that will produce the greatest outcomes from a measureable perspective.

HIGHER EDUCATION: Higher Ed helps institutions achieve quantifiable success by identifying and implementing real changes that drive long-term impact in the areas of enrollment, retention, graduation, revenue and capacity. Our services include alumni engagement, inquiry to enrollment optimization, operational enhancement, student services and student success.

SOCIAL IMPACT: Social Impact helps clients blend data-driven strategies, inspired leadership and effective implementation to solve some of society's most complex challenges worldwide. Our Social Impact services include impact strategy, monitoring and evaluation, performance management, professional development, collective impact and fundraising analytics.

THE CICERO WAY

You will have the opportunity to learn about the Cicero Way – the values that guide our organization – and apply the principles to your work and life. By focusing on the four Cicero Way pillars, we can help people create and deliver extraordinary results.

OUR PURPOSE

We help people create and continuously deliver extraordinary results.

OUR OPERATING PRINCIPLES

The Cicero Way is the set of principles and practices that define our culture and approach to our work. The four pillars represent values that create and deliver value for our clients, our employees and our company.

PEOPLE



CONTRIBUTION

Fostering a culture of learning and camaraderie, applying an ownership mentality, and working to create an incredible work environment are key to contribution.



RESPONSIBILITY

Being eager and responsive, easing one another's burdens, and taking ownership all help to develop and demonstrate responsibility.



PRODUCTIVITY

Efficiency comes from ensuring personal productivity, using others' time optimally, and thoughtfully and thoroughly planning projects.



IMPACT

IMPACT

Impact is achieved by clarifying and focusing on the right goals, over-delivering everyday, and effectively communicating progress and outcomes.



"Within my first two months, I've had the opportunity to deliver presentations to clients on behalf of partners. Furthermore, I love the set of best practices we affectionately call the Cicero Way. One of the principles – being solution first – keeps me accountable when thinking through client problems."

Russell Clemons, MIT, Associate



"At Cicero, I have gained a network of mentors, advocates, and dear friends. I feel lucky to work with managers and coworkers who are not only brilliant and driven, but also down-to-earth and approachable"

Mercedes Aquilini, BYU, Analyst



"At Cicero, not only am I surrounded by some of the most intelligent yet humble people I've ever met, but they are also genuinely invested in helping me realize my own potential."

Louise Zhang, Duke, Analyst



"Cicero not only surrounds me with the same top-tier talent and engagements I was exposed to at a big-three consulting firm, but also affords me the opportunity to go skiing in the nearby mountains every weekend!"

Chris Speer, University of Chicago–Booth, Engagement Manager

CONTINUING EDUCATION

Mentorship: Our culture is fundamentally growth-oriented, and we value the personal and professional development of every employee. Starting on day one, you'll be assigned a mentor who you'll meet with monthly for a meal or activity subsidized by the firm. Your mentor will help you navigate the firm, identify and accomplish goals, and resolve questions or conflicts. They will also serve as your advocate during end-of-year reviews.

Company Training: In addition to mentorship, we host a weekly firm-building lecture series during which your teammates and external guests share about recent projects, present new techniques or tools, or lead conversation about professional development. FORVM is always preceded by lunch, often made from-scratch here in our kitchen by local chefs.

Education Reimbursement: Interested in taking online classes or getting a graduate degree? We'll help! Cicero reimburses tuition for a wide variety of classes and programs and encourages employees to use these resources to expand their capabilities and potential.

CUTTING-EDGE OFFICE SPACE

Quality of life is at the heart of Cicero Group's operating principles. Many employees at Cicero engage in extracurricular activities, and when it comes to events, Cicero provides a number of opportunities to engage.

Cicero Group is located in Salt Lake City with additional offices in Dallas and Washington, D.C. (coming soon). Salt Lake City is a historic and growing city with an award-winning restaurant scene, frequent festivals, a plethora of museums, and majestic mountains just a short drive away. Our Utah headquarters hosts some of the best food trucks in Salt Lake City and is near numerous events, activities, and concerts for visitors throughout the year. Our HQ is also conveniently located close to local and regional transit stations, as well as popular downtown destinations like Vivint Smart Home Arena (home of the Utah Jazz), City Creek Center, Eccles Theater, Clark Planetarium, and The Children's Discovery Museum.

In 2016, Cicero purchased and renovated a former Old Navy retail store in The Gateway complex, transforming it into a comfortable, innovative, collaborative workspace. Our office includes:

- Standing desks
- Treadmill desk rooms
- Mothers' room
- Nap room
- Shower facilities
- Library
- Kitchen with stovetop, ovens, refrigerators etc.
- Soda fountain and snacks
- Break room with flat screen TV and games
- State of the art conference rooms
- Secure underground parking
- Locked and monitored bike parking



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