

A full-page photograph of a person hiking through a narrow slot canyon. The person is at the bottom center, wearing a blue shirt and dark shorts, with a backpack and trekking poles. The canyon walls are tall, smooth, and show distinct horizontal rock layers. Light enters from above, creating a strong contrast between the brightly lit upper sections and the deep shadows of the lower parts of the canyon. The overall color palette is dominated by warm, earthy tones like orange, red, and brown.

Cicero

IT'S THE CICERO WAY

PEOPLE & IMPACT

OUR PURPOSE:

We help people create and continuously deliver extraordinary results.

People are at the core of what we do at Cicero. We leverage the diverse backgrounds and intellectual creativity of each member of our team to deliver impactful insights and solutions to every client. As a Cicero consultant, you will work closely with some of the sharpest minds in the consulting world while also finding a home in an office that values people and relationships above all else. We hope you will choose to join us.



Allison Miller
Chief People Officer



Cicero is a purpose-driven management consulting firm with a relentless focus on People and Impact. As such, we believe in the capacity of each of our employees to drive real impact for our clients. As a Cicero consultant, you will not only deliver meaningful, actionable results for your clients, but also be impacted professionally and personally from your interactions with your colleagues.

Trent Kaufman
Chief Executive Officer

WHO WE ARE

Cicero Group is a purpose driven management consulting and research firm with a relentless focus on People and Impact.

As a premier management consulting firm, our focus is on implementing data-driven strategies for a broad mix of private, public, and social sector organizations across the globe. Cicero Group is headquartered in Salt Lake City, Utah with additional offices in Dallas, Texas and Washington D.C.

WHAT WE DO

We 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.

We believe no strategic decision can be made without the right context and perspective, without the right data to inform the decision. 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.



BUSINESS UNITS

Corporate Management Consulting

We bring deep functional expertise in research, advanced analytics, strategy, operational excellence and transformation to identify and capture value for clients.

Social Sector Consulting

We collaborate with mission-driven leaders and organizations to maximize their impact in society, from the early stages of strategy and program design, through measurement and evaluation and program implementation.

Education Direction

We believe in the power of professionals learning and growing together. We tailor our coaching, professional learning, performance management, and appraisal supports to invest in the development of students, educators, and communities.

CLIENTS

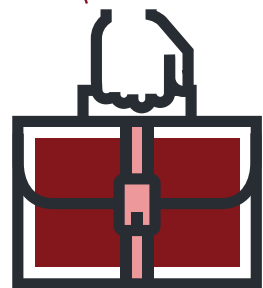


PEOPLE & IMPACT



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.

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.

Internships are available for both the Associate and Analyst roles. Associate interns are typically between years of a graduate program, while Analyst interns are working to complete their undergraduate degree.

PEOPLE & IMPACT



Name: Talia Strong
Title: Engagement Manager
Office Location: Salt Lake City
School: BYU
Major: History

"One of the highlights of working at Cicero has been getting to collaborate with our clients to create high-impact, real-world solutions. This has only been made sweeter by the many sharp, grounded, and dedicated people who work at Cicero. My co-workers make it exciting and meaningful to come to work every day."



Name: Alonso Perez-Putnam
Title: Business Analyst
Office Location: Salt Lake City
School: Princeton University
Major: Politics

"I've been really impressed by the patience and kindness that I have experienced throughout the interview process and my time at Cicero. When I missed one of my interviews due to a Zoom mishap, I was sure it was over. Not only was I not eliminated, the recruiting team made sure the next email was accommodating and clearer in their steps. It's easier to work at a high level when I know that my mistakes won't define me here."

Name: James Feldhacker
Title: Associate
Office Location: Dallas
School: University of Cincinnati
Major: Aerospace Engineering

"The knowledge, experience, and growth that I have gained at Cicero have been life-changing. The variety of clients and projects creates a dynamic environment that consistently challenges me. And beyond the work, Cicero has managed to create a culture that emphasizes its people. The mentorship program is a great example; the firm thoughtfully pairs individuals and provides them with dedicated time and resources to develop a relationship. I came for the challenging work, and I stay because of the people."



Name: Ching Sullivan
Title: Analyst
Office Location: Salt Lake City
School: Harvard University
Major: Government

"As a young professional who recently joined Cicero and relocated to Salt Lake City, I have been so touched and inspired by the people at this firm. They have welcomed me with open arms, helped me get acclimated to the city, and become not only my colleagues, but also my dear friends and mentors. As an Analyst, I've worked on education, social impact, and corporate management projects that have been challenging, collaborative, and impactful. I feel lucky to be a part of the Cicero family."



PEOPLE & IMPACT



PRODUCTIVITY

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



IMPACT

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

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.

First-year Training

During your first year you will be able to join your colleagues each week in Cicero's formal one-year new consultant training program. Each training session is led by members of Cicero's leadership team and senior consultants who have industry expertise and teach from real client experience—they train by providing instruction, leading group projects and simulation, team discussions and engaging the group in workshops on how to apply the lessons within Cicero projects. Specifically, our six courses include the following topics: Consulting 101 & 201, Customer Research & Strategy, Six Sigma, Cicero Way, and Advanced Research & Analytics.

Education Reimbursement

Interested in taking on-line 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.

Cicero Way

The Cicero Way is the set of principles and practices that define our culture and approach to our work, which fall under four pillars, Productivity, Impact, Contribution, and Responsibility. It is highly encouraged to complete the certification process within 6-12 months of your start date. These principles serve as empowering practices that can enable you to learn, grow, contribute, and excel at Cicero.

Forum

Forum is a weekly full-company meeting where we have the opportunity to hear from a variety of different leaders in our company as well as professionals outside of Cicero. This time allows us to learn new skills, showcase team members and client work, hear from interesting thought leaders and bond as a whole team.

ADDITIONAL INFORMATION

LOCATIONS



BENEFITS

Cutting-Edge Office Space

- Standing desks
- Treadmill desk rooms
- Nap room
- Shower facilities
- 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

Healthcare, 401K, PTO, and More

- Medical and Dental Insurance
- 401K: We match 100% of the first 3% contributed; then 50% of the next 2% contributed (up to 4% of salary)
- PTO: 20 days, plus 9 paid holidays
- Cell Phone Reimbursement: \$50/month

THE INTERVIEW PROCESS

First-Round

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. For each question, you will have a designated amount of time to prepare and record your answer.

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 variable 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 your process from question to answer.

Second-Round

The second-round consists of two full-length case interviews with members of the management team at Cicero. Case interviews are the de-facto standard interviews 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

The third-round of the interview process consists of two parts – a case interview and an analytical exercise concluding with a presentation. Your final case interview will be similar to what you'll see in round two but given by a member of our leadership team. 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.

