

A full-page photograph of a person standing in a narrow slot canyon, looking up at the high, undulating rock walls. The lighting is warm and dramatic, highlighting the textures of the sandstone. The Cicero logo is overlaid on the right side of the image.

# 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.



**Randy Shumway**

Founder & Chief Executive 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

**Lawrence Cowan**

Chief Financial 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.

# 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.



STRATEGY



CUSTOMER SALES  
& MARKETING



SOCIAL  
IMPACT



OPERATIONAL  
EXCELLENCE



CHANGE  
MANAGEMENT



VETERAN &  
MILITARY AFFAIRS



PRIVATE EQUITY  
SERVICES

# 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.

# CLIENTS

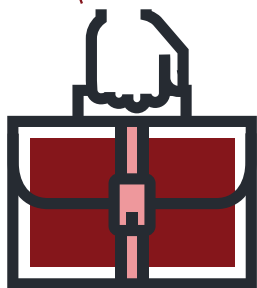


# PEOPLE & IMPACT



## 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: Aaron Jorgensen**

**Title: Engagement Manager**

**Office Location: Salt Lake City**

**School: BYU, MBA**

One of the best parts of working at Cicero is the personal development I have experienced. Cicero is full of talented, dedicated, and kind individuals who want each other to succeed. Working with these great people and being trusted with the level of ownership Cicero provides, has pushed me to be my best self to truly provide impact to our clients and the people they serve

**Name: Mauricio Bueno**

**Title: Associate**

**Office: Dallas**

**School SMU, MBA**

Cicero is a great place to work alongside brilliant and talented people, in a firm that wants to set you up for success. In my time here, and I have engaged directly with clients, participated in the recruiting process, and drafted business proposals. The variety of clients and projects, as well as first-year training and mentorship sessions have helped me become a better consultant every day.



**Name: Jennifer Hubbard**

**Title: Associate**

**Office: Dallas**

**School SMU, MSc**

Cicero has done an outstanding job creating a fast-paced culture of learning and problem solving that still finds a way to emphasize its people. Every individual at Cicero has such a willingness to help and wants to see you succeed. From the moment you are hired, you are given opportunities to grow and evolve as both a learner and a leader, through the vast variety of clients you get to engage with as well as through First Year Training. First Year Training is a weekly professional development opportunity that trains new firm members on essential consulting skills and best practices. The culture of learning and growth while engaging in challenging yet meaningful work is not something that you can find very often.



**Name: Maddie Alder**

**Title: Analyst**

**Office: Salt Lake City**

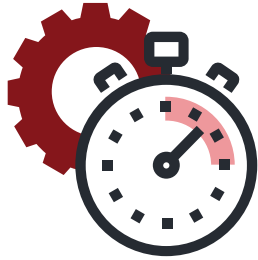
**School: Utah State University, B.S. Economics**

I love coming to work every day at Cicero because I know I will walk into an environment with kind, caring people who are dedicated to helping me grow professionally and personally. I have been very impressed by how focused everyone is on building a supportive culture. My co-workers are thoughtful about giving feedback and then being there to help as I implement their suggestions. I have learned to take responsibility for my work, communicate effectively, and think creatively. I am proud of how I have grown at Cicero, and I am so grateful for the support of my amazing team.





# 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.

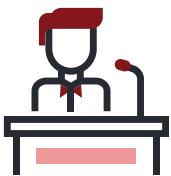
As a part of this interview, you will also be asked to do a hypothetical analytical exercise, typically referred to as a market-sizing question. These questions are designed to test your problem solving, mental math, and creativity skills by estimating a market, industry, or other variable that might 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 one 45-60-minute case interview and one 30-minute behavioral interview. 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 interview presented to you will be based on a former Cicero project, 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.

The purpose of the behavioral interview is to get to know you and learn more about your professional goals. We want to ensure that Cicero and its culture will best set you up for success.



## Third-Round

The third-round of the interview process consists of three parts - an analytical exercise, a presentation and a conversation with a member of our recruiting team. Your final case will be a little different than what you see in round two since it will be completed on your own and then you will join a Zoom call to present your findings and recommendation. Please use this time to ask questions to your interview panel. Not only are they well experienced in the consulting world, 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.

