

## Who We Are

Civic Consulting Alliance is a non-profit consulting firm whose mission is to make the Chicago region a great place for everyone to live in and work.

**We leverage incomparable professional resources with committed leaders** to provide better educational opportunities, safer streets, thriving communities, and an economy that works for everyone. Building teams of our own staff, business experts, government leaders, and regional stakeholders, Civic Consulting Alliance improves the structure, management, and level of engagement of the civic sector in our region. Together, we accomplish more than any one firm or sector can on its own.

**Across our three platform areas, we tackle the region's most pressing problems and greatest opportunities:**

Criminal Justice & Public Safety	Economic Vitality	Education
Ensure that residents and police are safe and justice is applied consistently across communities	Grow an economy that works for everyone while reducing inequities between communities	Create an education system that provides equitable access to living-wage career paths for all students and enables growth of an economy that works for everyone

**Over the past decade, Civic Consulting Alliance and our partners have invested more than \$140 million in the things that matter most in the Chicago region, contributing to:**

- 38% fewer people detained every day in Cook County Jail than in 2013, bringing the daily jail population to its lowest level since 1991
- \$2.5 million committed by West Side United for impact investment projects identified jointly with West Side community representatives
- A tripling of the City Colleges of Chicago's graduation rate since the start of Reinvention in 2011

**We work with with the region's top firms and corporations** who see the importance of contributing their expertise, pro bono, to serve a greater good, including (non-exhaustive):

- |                               |                        |                           |                        |
|-------------------------------|------------------------|---------------------------|------------------------|
| ▪ A.T. Kearney                | ▪ CIBC                 | ▪ Lantern Partners        | ▪ Protiviti            |
| ▪ Accenture                   | ▪ Deloitte             | ▪ Mayer Brown LLP         | ▪ Root Inc.            |
| ▪ Bain & Company              | ▪ Digitas              | ▪ McKinsey and Company    | ▪ West Monroe Partners |
| ▪ The Boston Consulting Group | ▪ EY                   | ▪ Pricewaterhouse-Coopers | ▪ Zeno Group           |
| ▪ Cannon Design               | ▪ Kirkland & Ellis LLP |                           |                        |
|                               | ▪ KPMG LLP             |                           |                        |

# Working at Civic Consulting Alliance

Every day, Civic Consulting Alliance works with leaders from government, business, and the social sector to solve complex challenges and improve our region. We seek talented, dynamic, and civic-minded individuals to join our team and work side-by-side with our clients and our partners to achieve our ambitious goals.

## Why this is your dream job:

For the results-focused problem solver who is passionate about improving the Chicagoland region, Civic Consulting Alliance provides unique opportunities to:

- Impact the lives of millions of residents in our region
- Fast-track your professional development
- Build connections across a broad network of civic leaders
- Develop your understanding of the public sector and current civic challenges, and make large-scale, cross-sectoral change
- Be a part of a dynamic, tight-knit team

## How we'll inspire you:

This is a challenging, stimulating role. The Civic Consulting Alliance team is proud of its bold goals and high standards. You'll work hard and will push yourself professionally and intellectually as you tackle some of the biggest issues and capture some of the most exciting opportunities facing the Chicagoland region. We are a fast-paced organization, so being entrepreneurial, curious, and passionate about your clients' successes are all "must-haves." This role carries significant responsibility – your clients will rely on your hard work and creative thinking. If this environment sounds exciting, you should consider joining our team!



# Working at Civic Consulting Alliance

## Professional Development

Civic Consulting Alliance offers an unparalleled opportunity for professional development in a supportive environment. At Civic Consulting Alliance, you will be exposed to the science of thinking analytically and the art of thinking creatively. We offer ongoing professional development for staff at all levels, and junior staff participate in a structured mentorship and training program focused on core consulting, analytical, and project management skills.

Staff are continually challenged to take on more responsibility, both in client work and in internal initiatives. As you continue to develop, your portfolio of responsibility expands. As team members continue to grow professionally, Civic Consulting Alliance provides a clear path for promotion and leadership development.

## Diversity and Inclusion

Excellence at Civic Consulting Alliance is enhanced through inclusion, which encourages each person to bring themselves fully to their work, and a diversity of perspectives, which enriches and strengthens our efforts. We find that the best solutions to complex problems often come from a different perspective or a fresh point of view.

We believe that the impact we make in our region is enhanced by the range of points of view our team members offer. That's why we want people from diverse backgrounds on our teams. We strive to recruit people with exceptional talent and ability and to celebrate their differences. We're committed to making Civic Consulting Alliance a place where everyone has the potential to succeed.

## Work-Life Flexibility

A role at Civic Consulting Alliance offers the professional development and exciting projects of a strategic management consulting firm. Since our clients are all local, we can offer these opportunities without the wear and tear of a heavy travel schedule. This means more time for family and activities outside of work.

*If you are passionate about making Chicago a better city, Civic Consulting Alliance is the place to do it.*

## The Fellowship Role

The Civic Consulting Alliance Fellowship Program is a prestigious opportunity for high-performing employees at Civic Consulting Alliance partner organizations to work in public sector consulting, create a civic network, and have a lasting, positive impact on Chicago and the broader region.

### By participating in the program, fellows will:

- Deliver exceptional management consulting services to Civic Consulting Alliance's civic clients, working side-by-side with Civic Consulting Alliance consultants, pro bono partners, and senior leaders in the civic sector
- Develop an understanding of key consulting skills as well as public sector policies, operations, and challenges (note: fellows participate in a structured mentorship and training program)
- Gain exposure to senior civic executives and peers who are active in the civic and private sectors through a series of networking events

### Applicants should have these qualifications and attributes:

- A deep desire to address critical community issues and help the Chicago region thrive
- Significant analytical and problem solving abilities
- Strong presentation, communication, and client-facing skills
- Proficiency in Word/PowerPoint/Excel, familiarity with quantitative data analysis, and ability to learn and apply new technical skills
- Self-motivating nature, with ability to comfortably multitask and handle ambiguity
- Commitment to Civic Consulting Alliance's core values: Collaboration, Impact, Leadership, Sound Judgment, and Excellence

# Sample Opportunity: Public Safety

**Project Name:** Chicago Police Department (CPD)

## **Description:**

Chicago is in the midst of a multi-faceted public safety crisis. At the center of the storm, the Chicago Police Department (CPD) is grappling with critical challenges that require the attention of its leadership. Investigations of CPD by the Department of Justice and the Police Accountability Task Force highlighted areas of organizational ineffectiveness at CPD and its challenging relationship with some Chicago communities.

These investigations motivated a broad-scale push for reform; CPD enlisted the support of Civic Consulting Alliance to help manage many of these efforts. However, a significant amount of work remains to bring these ambitions to life. Within these priorities, fellowship opportunities include:

1. Revamping the Department's performance evaluation program. CCA will help CPD create a more robust and transparent performance evaluation process for its 12,000+ officers. The fellow will assess and document CPD's current evaluation efforts across multiple levels, research best practices from the corporate sector and other police departments, and redesign the process to address challenges and incorporate lessons learned. This could also include the development of a senior leadership training program to equip CPD management with the appropriate managerial skills to lead the organization.
2. Evaluating community sentiment towards CPD. CCA is working with CPD to roll out a technology platform that measures the community's trust in the Department. The fellow will develop a process to evaluate, track and respond to this data through a pilot program, focusing on the training and communications needed to launch the program and embed an appreciation for community sentiment within CPD's data analysis practices.
3. Working to improve police / community relations. CCA is helping CPD rethink its community policing model and initiatives, and how it instills a community policing philosophy across the Department. The fellow will design CPD's efforts to measure and track progress against its efforts to improve relationships with members of the communities that it serves. This will include identifying metrics and data that highlight key best practices (or challenges) related to the ways in which CPD engages with the community and other stakeholders.

The successful applicant will be responsible for taking ownership within a project, such as project management, research, analyses, interviews and client presentations. Participants will become full members of the CCA staff, participating in Board meetings, professional development, and helping to build an important part of Chicago's civic infrastructure.

**Project-Specific Contact:** Eric Patton, Principal ([epatton@ccachicago.org](mailto:epatton@ccachicago.org))

# Sample Opportunity: Education

**Project Name:** Early Learning

## **Description:**

The long-term returns of high-quality early childhood education are well researched – 44% higher likelihood of graduating high school and up to \$7.30 return for every \$1 invested due to reduced crime, lower anti-poverty transfers, and educational savings. However, current outcomes are concerning for Chicago, with only 22% of students ready for Kindergarten, and publicly funded services reaching only a small portion of those who qualify.

Recognizing this, the City of Chicago is making significant investments in expanding and improving Chicago's early learning system, including a commitment to Universal Preschool. While progress has been made, it is limited by deeply rooted system challenges, including fragmentation, insufficient funding, and workforce shortages. With new leaders at the City and State both prioritizing early childhood education, Civic Consulting Alliance and our partners have been supporting the transformation of this system.

Within these priorities, fellowship opportunities include:

1. Working with Chicago Public Schools to integrate preschool operations into the existing K-8 system in order to build a seamless public school system that begins at age four.
2. Working with the City of Chicago and the Department of Family and Support Services to determine how to change the business model for community-based early learning centers in order to provide birth-to-three services in a sustainable way (e.g., reducing administrative burden, establishing sufficient funding).
3. Working with the City of Chicago to identify ways to increase the quantity and job quality of early childhood teachers in order to have a sufficient and sustainable workforce.

The successful applicant will be responsible for taking ownership within a project, such as project management, research, analyses, interviews and client presentations. Participants will become full members of the CCA staff, participating in Board meetings, professional development, and helping to build an important part of Chicago's civic infrastructure.

**Project-Specific Contact:** Wendy McCullough, Principal ([wmccullough@ccachicago.org](mailto:wmccullough@ccachicago.org))

## Recent Participants



**Nikita Kansra**, Boston Consulting Group

Delivered project and program definition for the Chicago Police Dept., supporting its work to track and prioritize reform efforts

"I loved working with my insightful, dedicated colleagues at CCA and experiencing what a team with a diverse range of professional backgrounds can accomplish. CCA's marriage of private and public sector experience enabled us to tackle public sector challenges with many moving pieces in a unique and effective way."



**Nika Duan**, Bain & Company

Advanced the creation of the Chicago Police Dept.'s long-term strategic plan, which will guide departmental activities for the coming 3-5 years

"It has been incredibly encouraging to witness dedicated and intelligent people working every day to tackle the big problems in Chicago. I've been inspired by many of the individuals with whom I've had the pleasure of working. I look forward to keeping in touch and following the amazing work they're doing."



**Myles Gage**, CIBC

Constructed social network maps of a broad range of Chicago's civic leaders, supporting the foundation of Civic Consulting Alliance's new Civic Leadership platform

"The nature of my project allowed me to interact with many civic leaders in Chicago across several sectors. These interactions helped me hone in on how I can use my personal strengths to make an impact."



**Alex Ballasiotes**, KPMG LLP

Managed the launch of a \$2M Impact Investment Fund for Chicago's West Side

"My time at CCA has helped me develop professionally in several ways. One of the most significant was driving collaborative and effective outcomes from a wide range of diverse stakeholders... [It] gave me not only more experience with a wide range of neighborhoods, but also the ability to directly affect positive change within them."



**Derek Breese**, CIBC

Supported the Chicago Police Dept. in optimizing its overtime spend and arming management with tools to analyze and predict its financial performance

"I had [the opportunity] to interact with so many people from different backgrounds, with different approaches to problem-solving and city issues... This increased exposure to people working in a variety of occupations and from a range of backgrounds exposed me to new ideas, ways of thinking and problem-solving methods."

## Position Details



- **Location:** Downtown Chicago
- **Eligibility:** Current high-performing employee of a Civic Consulting Alliance partner organization
- **Length of program:** 3-12 months (depending on firm)

## How to Apply



Application processes vary by firm, but all interested candidates should reach out to both their staffing manager and Destiny Ortega ([dortega@ccachicago.org](mailto:dortega@ccachicago.org)) to express interest. Please note "Fellowship/Secondment" in the email subject line.

Applications should allow a 1-2 month lead time to match applicant availability with CCA staffing needs.

For information about recent fellowships, please visit [ccachicago.org/partners/fellowships](http://ccachicago.org/partners/fellowships). Please contact Destiny Ortega ([dortega@ccachicago.org](mailto:dortega@ccachicago.org)) with any additional questions.

Thank you in advance for your interest in joining Civic Consulting Alliance!

