

Who We Are

Civic Consulting Alliance is a nonprofit organization marshalling collaborative, *pro bono* investments to get big things done for Chicago. Our mission is to make the Chicago region a great place for everyone to live in and work.

We engage diverse people and resources to generate solutions and create a more prosperous, equitable city. Our experienced staff, best-in-class *pro bono* partners, and deep public and private sector relationships allow us to solve old problems in new ways.

We achieve impact in three key platforms:

Public Safety & Criminal Justice	Economic Vitality	Education
Facilitate public safety and criminal justice reform to ensure that everyone is safe and justice is exercised consistently	Contribute to our region's long-term vitality by growing an economy that works for everyone	Create an education system that provides equitable access to opportunity for all students and prepares them for lifelong success

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 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):

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

Working at Civic Consulting Alliance

We're committed to working across sectors and ensuring a seat at the table for all stakeholders, with the goal of creating a more inclusive civic culture and inspiring the next generation of leaders.

Our Values: Collaboration, Impact, Leadership, Sound Judgment, Excellence

Through all of our values we commit to creating a vibrant organization in which people from many backgrounds experience a sense of belonging, have the opportunity to be heard, and contribute and excel in driving equity in our region.

Why this is your dream job:

For the results-focused problem solver who is passionate about improving the Chicago 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 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 Chicago 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

Diversity, Equity, and Inclusion (DEI)

At Civic Consulting Alliance, we hold ourselves to high standards around diversity, equity, and inclusion. Those standards are operationalized in the following DEI goals.

To cultivate a team that:

- Better reflects the diversity of everyone who lives and works in Chicago, with a focus on racial, gender, and geographic diversity
- Has the capacity, resources, competencies, and processes to support all individuals in feeling seen, heard, and valued, including engaging with our personal and systemic biases and privileges
- Ensures equity is a fundamental consideration in all of our client engagements by leveraging our DEI competencies and practices, thus allowing us to drive towards greater impact than we do today

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, focused on core consulting, analytical, and project management skills.

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 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
- 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 the ability to learn and apply new technical skills
- Self-motivating nature, with the ability to comfortably multitask and handle ambiguity
- Commitment to Civic Consulting Alliance's core values – Collaboration, Impact, Leadership, Sound Judgment, and Excellence – and our DEI values and goals

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. Working with the Chicago Police Department (CPD), Chicago Fire Department (CFD), and the Office of Emergency Management and Communications (OEMC) to consolidate their Information Technology, Finance, and Human Resource departments into a single unified Office of Public Safety Administration. This project will involve addressing the people, process, and technology implications associated with a major consolidation effort.
2. Working with CPD to implement a new performance evaluation process for all levels of the organization, designed to foster greater accountability for both officers and their supervisors. This could involve revamping both the process and evaluation criteria, as well as defining an approach for the rollout of the new process.
3. Working with CPD to determine the optimal allocation of resources between districts and units, and defining a process to reallocate resources to most effectively support public safety.
4. Working with CPD to revise its strategies for youth involved in the criminal justice system, focusing on where and how diversion programs may be used.

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)

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 25% 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 programming and operations into the existing K-8 system in order to build a seamless public school experience that begins at age four.
2. Working with the Department of Family and Support Services to implement strategic changes that improve the community-based early learning system and provide birth-through-five services in a more sustainable way.
3. Working with the Mayor's Office to increase collaboration across the City to connect families with young children to critical services (e.g., implementing a "network of care" strategy, building collaborative governance structures across City agencies).

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)

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 Beth Lampson (blampson@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. Please contact Beth Lampson (blampson@ccachicago.org) with any additional questions.

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

