



Now Hiring: Entry-Level and Mid-Level Consultants

START DATE: Summer 2019

Public Impact is a national education policy and management consulting firm based in Chapel Hill, N.C. Our mission is to improve education dramatically for all students, especially low-income students, students of color, and other students whose needs historically have not been well met.

We are a team of professionals from many backgrounds, including former teachers. We conduct research to understand what leads to better outcomes, and we develop and implement innovative solutions to create dramatic improvements for children. We apply our research and solutions by advising leading philanthropists, designing and implementing new initiatives for policy and education leaders, and advising other change agents in education. We partner with teachers and other leaders to implement changes that will help the students they serve.

Major current areas of work include management and policy changes in these areas:

- Teachers and leaders: extending the reach of excellent educators and teams through Opportunity Culture, teacher-leadership, career paths, pay, residencies, selection, evaluation, and leadership.
- Charter school excellence, innovation, authorizing, and growth of excellent organizations.
- School turnarounds, excellent diverse schools, finance, accountability, and other topics.
- See all of our work at publicimpact.com and www.opportunityculture.org

ROLE: Work involves contributing to Public Impact client projects in multiple ways, such as: conducting research; helping to advise state policymakers; producing field-leading written products in education policy and management; making client presentations; helping educators implement Opportunity Culture and school turnaround models; helping schools, foundations, and others design new programs and policies and organize stakeholders; and participating in and eventually leading project teams.

Consultants should expect to:

- Consult with educators and other leaders to design and implement nation-leading reforms.
- Conduct quantitative and qualitative research.
- Write and edit compelling publications.
- Present Public Impact's work accurately and influentially, in writing and speaking.
- Produce excellent technical work that impacts the field positively.
- Participate in and later lead collaborative, diverse client/colleague project teams of increasing size and complexity

QUALIFICATIONS FOR ENTRY-LEVEL AND MID-LEVEL:

- Experience with one or more of the following is ideal: teaching; coaching or developing other adults; quantitative analysis; education and/or policy research and writing; organizational change management.
- **Entry-level:** graduate degree, ideally in policy, law, management or education leadership, and 2–3 years of highly relevant experience (education, policy or consulting) **or** bachelor's degree and several more years of exceptional, very relevant work.
- **Mid-level:** graduate degree, ideally in policy, law, management or education leadership, and 4 or more years of highly relevant experience *plus* project management experience relevant for consulting.
- Demonstrated ability to collaborate in teams with diverse members.
- Demonstrated ability to lead and implement small to medium projects, with a bias for impact.
- Track record of starting or effecting change.
- Eager to give and receive feedback to produce outstanding work.
- Demonstrated ability to influence a wide variety of people and engage with others positively.
- Delighted to juggle multiple, demanding projects.
- Able to interpret research with level-headed, critical eye and grasp major concepts in field.
- Able to communicate complex ideas simply. Excellent writing.

LOCATION: Office in Chapel Hill, N.C., area with local work-from-home flexibility. Some travel nationwide.

PAY: Competitive with nonprofits and position readiness.

Please submit PI employment application, cover letter, resume, and 2 writing/work samples unedited by others to: hiring@publicimpact.com or mail to Hiring, Public Impact, 405A E. Main Street, Carrboro, NC 27510.

Public Impact is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.