



## **NOW HIRING: Entry-Level Consultants**

**START DATE: Summer 2020**

**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 system leadership.
- Charter school excellence, innovation, authorizing, and growth of excellent organizations.
- School turnarounds, excellent diverse schools, school success measurement, data analytics, and other topics.
- See all of our work at [publicimpact.com](http://publicimpact.com) and [www.opportunityculture.org](http://www.opportunityculture.org)

**ROLE:** We are currently hiring primarily for entry-level, post-graduate positions on teams facilitating Opportunity Culture school transformations, using Multi-Classroom Leadership and other innovative roles for educators. Most team members work on other projects, as well. Work involves contributing to Public Impact client projects in multiple ways, such as: helping educators implement Opportunity Culture and school turnaround models; conducting research; helping to advise state policymakers; producing field-leading written products in education policy and management; making client presentations; 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, with significant guidance from Public Impact teammates.
- 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:**

- Graduate degree, ideally in policy, law, management or education leadership. Alternative degrees considered.
- Two or more years of teaching or other relevant, school-based work with students is strongly preferred.
- Experience and success with one of these is ideal: coaching or developing adults; leading large changes in organization(s).
- Demonstrated ability to collaborate in teams with diverse members.
- Demonstrated ability to lead and implement change or improvement, with a bias for impact.
- 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 work-from-home flexibility; or may reside in Charlotte, N.C. area; elsewhere in U.S. near major airport considered. Travel by plane and car required; must have reliable car; travel typically one to four times/month.

**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](mailto: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.