



Senior Consultant

Oakland, CA

Public Profit, a woman-owned consultancy that helps mission-driven organizations use information to improve practice and deepen impact, seeks an accomplished professional to join its growing team as Senior Consultant. The Senior Consultant will bring deep experience in evaluation, capacity building, and strategy. In addition to managing a project portfolio at Public Profit, the Senior Consultant will contribute to Public Profit's business development, including activating their professional networks, reaching out to prospective clients, and responding to Requests for Proposals. This is an exciting opportunity for a thoughtful leader to build upon the firm's intentional growth and stellar reputation, working to expand its work in alignment with the Public Profit's core values and vision.

Founded in 2007 by Corey Newhouse, Public Profit has evolved greatly from its beginnings working with education and youth-focused programs and staff training initiatives. Today, with a growing team of 11 staff members, Public Profit supports nonprofits, philanthropies, and municipal entities of all sizes across the country in tackling complex problems. Core services include evaluation, strategic program design, training and capacity building, and data visualization. Increasingly, the firm's portfolio has included more developmental, emergent, and strategy-focused work, meaning project teams collaborate more closely with both a broad range of project stakeholders and key decision-makers of client organizations. This also means the work has broadened, expanding into philanthropic strategy and performance, public health and health equity, workforce development, and other human services.

The Senior Consultant will play a critical role in the firm's growth, leading projects in collaboration with firm leaders and colleagues, staying up-to-date with the latest research and trends in strategy and community-based research, and – critically – identifying and pursuing opportunities for the Public Profit team to develop new business and deepen relationships with current/repeat clients. Reporting to Jessica Manta-Meyer, Managing Director of the Oakland Office, the Senior Consultant will lead project teams, responsible for the overall direction and implementation of client-facing engagements. In addition, they will coordinate closely with Founder Corey Newhouse to strategically and organically build new relationships externally. The team operates in a matrixed and cohesive fashion, with individual staff working on several projects at once in different team configurations. Projects are assigned in a range of ways, balancing overall team bandwidth with individual interests and expertise. The Senior Consultant will contribute to this culture by understanding possible new pathways for client engagements that reflect team dynamics and the overall strategic vision of the Founder. As Public Profit's work grows in both volume and complexity, the Senior Consultant's portfolio will also expand to include BD-specific coaching for other staff and supporting the firm's collaborative, performance-oriented culture.

Embedded throughout Public Profit is a set of core values that reflect its vision for client work: being smart and approachable, caring, being versatile, acting with integrity, and making the work fun. Committed to equity, inclusion, and organizational belonging, the team believes in the power of elevating diverse perspectives using community-based and human-centered approaches – with listening at the core of this approach. They understand that mistakes will be made in pursuit of more equitable and just outcomes, and will own the responsibility for taking corrective actions as they continue to reflect on their practices as a firm and how they show up in the field.

With curiosity and humility, Public Profit is looking for a Senior Consultant who shares these values and who may be additive to its own journey of learning.

Ideal candidates will have at least seven years of experience working in the mission-driven sector, preferably with deep experience in evaluation and learning, capacity building, and strategy with nonprofits and private philanthropies. Prior experience in consulting is also highly desired. While there is flexibility in professional background, candidates should bring knowledge of or research experience in at least one area of community change (e.g. education, youth services, health equity, housing and economic development, early childhood development, workforce development, systems change, racial equity, or community capacity building.) Evaluation capacity building experience is a plus. If not direct experience of business development in relevant client areas to Public Profit, candidates should bring demonstrated success in developing and maintaining relationships as well as in identifying and making the case for project work that can yield strategic revenue/partnership growth. Excellent written and oral communication skills, strong interpersonal skills, and the ability to convey complex technical issues to a broad and diverse audience are required.

Senior Consultant

The Senior Consultant will be responsible for serving as client lead for a dedicated portfolio of clients, combining project/engagement management with strategic business development and network growth activities. The successful candidate must be well organized, have high standards for their work, align with Public Profit's culture of openness and collaboration, and be committed to progressive social change through community capacity building and learning.

Essential Functions & Duties

Project Leadership & Management

- Lead and work on multiple complex client-facing research, evaluation, strategy, and learning projects.
- Design and implement data collection through surveys, interviews, and focus groups.
- Guide qualitative and quantitative analysis.
- Lead the production of high-quality deliverables, including written reports, data profiles, and presentations.
- Manage small collaborative project teams, delegate effectively.
- Work with other project leads to build innovative approaches to the work.

Client and Business Development

- Work closely with the Founder to identify, cultivate, pursue, and execute research, strategy, evaluation, and technical assistance opportunities across target client areas, especially with nonprofit, philanthropy, and government partners.
- Provide exceptional client support and leadership on existing and potential projects, while seeking to maintain current business areas and increase client base/relationships.
- Identify, prioritize, and respond to RFQs/RFPs in relevant target work areas, leading proposal developments in close collaboration with the Founder, Managing Director, and other staff as needed.

Qualifications

- At least seven years of experience in a similar professional capacity, ideally in a position focused on program evaluation or social science research.
- A passion for helping mission-driven organizations use data to measure and improve the quality of their work.
- Proven experience analyzing complex qualitative or quantitative data; ability to guide others to do so.
- Comfort facilitating meetings and trainings, generally including between 5-30 participants.
- Interest in developing professional networks and engaging in business development.
- Demonstrated ability to lead a project team of 2-3 staff, including developing workplans, delegating tasks, coordinating staff.
- Demonstrated ability to manage multiple projects simultaneously and to meet established deadlines.
- Strong attention to detail; excellent communication skills; a self-driven yet collaborative working style; voracious curiosity.
- Strong familiarity with Word, Excel, PowerPoint, and the ability to work for extended periods while sitting at a computer.
- Ability to work occasional evening hours and regional travel, once in-person and travel restrictions are lifted.

The base salary range for this position is \$110,000 - \$115,000. Fitting with its commitment to equity and a team culture that values each member as a key contributor, Public Profit also provides annual profit sharing to every employee. Benefits include, but are not limited to:

- Health insurance for employee through Kaiser;
- 401(k) with employer match;
- \$1,500 annual professional development budget;
- 10 company holidays, 15 days paid time off to start.

Public Profit staff are located throughout California's Bay Area and in Eugene, OR. Once it is safe to work from an office, the Senior Consultant will work at Public Profit's offices in downtown Oakland. They will work from home until that time, keeping work hours in the Pacific time zone.

How to Apply

Talent Citizen, a national executive search and consulting firm focused on the pursuit of positive social impact with equity at its center, is partnering with Public Profit. President Tracy D. Welsh and Senior Associate Connor D. Daley are leading this engagement. Additional questions and nominations should be directed to Connor (cdaley@talentcitizen.com). Interested parties should please send an updated resume, cover letter, and how you learned of the position to PP-SRA@talentcitizen.com.