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**Cicero**

This is the Cicero Way.



The spirit is the true self.

The spirit, the will to win, and the will to excel are the things that endure.

Marcus Tullius Cicero  
Roman Statesman  
106 - 43 BC

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Founded in 2001, Cicero Group is an internationally recognized strategy consulting and research firm with locations in Salt Lake City, Utah and Dallas, Texas. We work with top management teams nationally and internationally to assess needs and provide data-driven decision support to capture and build value in a variety of industries and across a full range of organization structures. We work with publicly-traded corporate entities, government agencies, not-for-profit organizations, and public and private educational institutions.

For 20 years, we've created value for our clients by helping them solve unique problems. Join us, solve problems, and work with the best (of the best).

## **NOW HIRING:**

### **ASSOCIATE CONSULTANTS**

Associates are deeply involved in all aspects of the consulting process and work closely with Engagement Managers to guide larger and more complex project responsibilities. As a Cicero Associate, you'll lead small teams of Business Analysts and play a central role in shaping our strategic recommendations. You'll engage directly with clients to understand their needs and implement original, creative solutions.

### **BUSINESS ANALYSTS**

Analysts form the heart of almost every Cicero project. In this role, you'll be part of 1-2 project teams at any given time, leading the research and analyses that shape our strategic recommendations. Your colleagues and project leads will challenge you to develop new skills and will help you achieve your professional goals.

**GENERAL APPLICATION DEADLINE:  
OCTOBER 2, 2018**

**INTERNSHIP APPLICATION DEADLINE:  
OCTOBER 30, 2018**

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# The Interview Process

At Cicero, our interview process consists of three distinct phases which are uniquely designed to help us build a complete picture of you as a candidate. In addition to learning more about you and testing your analytical abilities, we will also provide opportunities for you to learn more about why Cicero is a great place to work and grow.

## FIRST-ROUND INTERVIEWS

The first stage of the interview process is a phone interview. The purpose of this call is to let us get to know you better and understand your interest in Cicero Group. Your interviewer will ask questions regarding your background and experiences in previous roles or situations. Cicero looks for talent and ambition from every kind of background. Regardless of field of study or prior employment, we want to learn why you're the perfect fit for Cicero, and why Cicero is the perfect fit for you.

As a part of this interview, you will also be asked to do a hypothetical analytical exercise, typically referred to as a market-sizing question. These questions are designed to test your problem solving, mental math, and creativity skills by estimating a market, industry, or other statistic that might not be obvious at first. Your estimation will be based on a logical framework and assumptions—we do not expect you to come up with a perfectly correct answer. Instead, we want to see how you think in an abstract environment – your business aptitude, the assumptions you make, and your process from question to answer.

## SECOND-ROUND INTERVIEWS

In this round, you will participate in two full-length case interviews with members of the management team at Cicero. Case interviews are the defacto standard interviews at consulting firms, designed to test candidates by asking them to work through real-world problems and scenarios, ultimately arriving at a solution or recommendation. At Cicero, the case interviews presented to you will be based on former Cicero projects, giving you an inside look into the day-to-day work we do as a firm.

As case interviews will revolve around real-world scenarios, it is important that you review business and strategy principles that will help you best prepare for your analysis.

## THIRD-ROUND INTERVIEWS

The third round consists of two parts – a case interview and an exercise including a presentation. Your final case interview will be similar to what you'll see in round two but given by a member of our senior leadership team. Please use this time to ask question of our leadership as well. Not only are they experts in the consulting industry, but they can offer insight into daily operations and projects here at Cicero.

The third round will also consist of an exercise and presentation. You will be presented with a prompt based on a real Cicero case and given one hour to analyze the prompt and use additional data create a short presentation and recommendation. At the end of the hour, you will then give a short presentation of your analysis and findings to a panel of consultants representing the client. This panel will ask probing questions, so make to sure to back up your findings with relevant data and logic.

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# Practice Areas

## SOCIAL IMPACT

We help our clients blend data-driven strategies, inspired leadership, and effective implementation to solve some of society's most complex challenges across the US and worldwide. Our social impact services include impact strategy, monitoring and evaluation, performance management, professional development, collective impact, and fundraising analytics.

## MARKET RESEARCH

We help our clients to craft truly differentiated strategies by providing unique primary data related to segmentation, attrition, sales prioritization, pricing, and customer satisfaction. Our deep expertise in myriad qualitative and quantitative research methodologies gives our B2B and B2C clients an edge in connecting with customers.

## TRANSFORMATION & OPERATIONAL EX.

We use a data-led approach to help companies define, implement, and measure the impact of needle-moving operational improvements. We work in high impact areas including process improvement, supply chain management, customer analytics, and risk management among others.

## ED DIRECTION

We are the country's most effective school transformation partner – working with hundreds of thousands of students in more than 1,000 schools to maximize student achievement. Our relentless focus on the most effective evidence-based practices produces significantly improved student outcomes.

## HIGHER ED

We help institutions achieve quantifiable success by identifying and implementing real changes that drive long-term impact in the areas of enrollment, retention, graduation, revenue, and capacity. Our services include alumni engagement, inquiry to enrollment optimization, operational enhancement, strategic growth, student services, and student success.





# The Cicero Way

The Cicero Way is the set of principles and practices that define our culture and our approach to our work. The four pillars represent values that create and deliver value for our clients, our employees, and our company.



## EFFICIENCY

Seek accountability and take ownership

Seek to ease others' burdens

Be eager and responsive



## RESPONSIBILITY

Understand client business objectives, then focus relentlessly on them

Over-deliver

Communicate effectively and strategically



## CONTRIBUTION

Ensure personal productivity and efficiency

Maximize use of others' time and resources

Undertake thoughtful and comprehensive project planning



## IMPACT

Embrace and foster a culture of learning and improvement

Apply an 'ownership' mentality to everything you do at Cicero

Create and maintain the best work environment and culture anywhere

## WHAT EMPLOYEES ARE SAYING



"At Cicero, you are surrounded by extremely sharp people who challenge themselves and each other. It inspires me to be the best version of myself."

Ben, Associate



"I love how supportive Cicero is as a company. I know that if I need help with anything – personal or professional – I can go talk to my supervisor and will receive help."

Kattie, Associate



"My managers and coworkers are not only focused on helping me become better at my job, but on helping me improve in all aspects of my life."

Ashley, Analyst



"One of the best things about Cicero is its family-friendly culture. I love that anyone's spouse and kids can stop by at any time for any reason, and it's completely welcomed."

Dallin, Associate

## CONTINUING EDUCATION

**Mentorship:** Our culture is fundamentally growth-oriented, and we value the personal and professional development of every employee. Starting on day one, you'll be assigned a mentor who you'll meet with monthly for a meal or activity subsidized by the firm. Your mentor will help you navigate the firm, identify and accomplish goals, and resolve questions or conflicts. They will also serve as your advocate during end-of-year reviews.

**FORVM:** In addition to mentorship, we host a weekly firm-building lecture series during which your teammates and external guests share about recent projects, present new techniques or tools, or lead conversation about professional development. FORVM is always preceded by lunch, often made from-scratch here in our kitchen by local chefs.

**Education Reimbursement:** Interested in taking online classes or getting a graduate degree? We'll help! Cicero reimburses tuition for a wide variety of classes and programs and encourages employees to these resources to expand their capabilities and potential.

## Cutting-Edge Offices

Cicero Group is headquartered in downtown Salt Lake City in The Gateway shopping complex. Salt Lake City is a historic and growing city with an award-winning restaurant scene, frequent festivals, a plethora of museums, and majestic mountains just a short drive away. The Gateway plays host weekly to some of the best food trucks in Salt Lake City and organizes numerous events, activities, and concerts for visitors throughout the year. The Gateway is also conveniently located close to local and regional transit stations, as well as popular downtown destinations like Vivint Smart Home Arena (home of the Utah Jazz), City Creek Center, Eccles Theater, Clark Planetarium, and The Children's Discovery Museum.

In 2016, Cicero bought and renovated a former Old Navy retail store in the Gateway complex, transforming it into a comfortable, innovative, collaborative workspace. Our office has:

- // Standing desks
- // Treadmill desk rooms
- // Mothers' room
- // Nap room
- // Shower facilities
- // Library
- // Kitchen with stovetop, ovens, refrigerators, etc.
- // Soda fountain and snacks
- // Break room with flat screen TV and games
- // State of the art conference rooms
- // Secure underground parking
- // Locked and monitored bike parking





Implementing Data-Driven Strategy

**APPLY NOW:**

<http://www.cicerogroup.com/careers>  
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