

## WELLSPRING CONSULTING

### **ABOUT THESE JOB DESCRIPTIONS**

This document includes job descriptions for both Associate and Consultant roles.

To apply to either role, please fill out the following form, including a resume and some short-answer questions: <https://forms.gle/zEoRpS5JeLTwCmjC6>

For more information, please go to [www.wellspringconsulting.net](http://www.wellspringconsulting.net)

### **ABOUT WELLSPRING CONSULTING**

Wellspring Consulting works with the leadership of social sector organizations to set strategic direction, build organizational capacity, and address some of the most pressing issues in society. We achieve this through a remarkable team of strategists with talent in deep listening, rigorous analysis, thoughtful problem solving, and skillful group facilitation.

Wellspring was founded in 2002 by a former partner at The Boston Consulting Group. Today, we serve a wide array of clients including the largest national and international nonprofits, cutting-edge social enterprises, and community-based organizations. We work across multiple fields such as social justice and human rights, education and youth development, environment, arts and culture, health, and philanthropy. Our approach is data-driven and highly collaborative. We work in deep partnership with our clients to ensure we are driving towards tailored solutions that are actionable and grounded in each organization's particular context. We address each client's question with a fresh perspective, often applying insights from one field to another.

Wellspring Consulting offers a highly stimulating, inclusive, and entrepreneurial environment with substantial opportunity for each member of our staff to take on new challenges and contribute substantially to the development of the firm. We are dedicated to supporting our staff to become leaders in pursuit of social change, whether as a Partners at Wellspring, or elsewhere in the social sector.

To learn more, go to: [www.wellspringconsulting.net](http://www.wellspringconsulting.net).

### **POSITION DESCRIPTION: ASSOCIATE**

Wellspring Consulting is currently seeking Associates to either work remotely or at one of our hub locations. Our hub locations include Boston, MA, New Haven, CT, and New York City, NY. To work remotely we require staff to live within close proximity to a major US airport to facilitate travel to client meetings. Associates are an integral part of the case team, and their work includes a range of tasks aimed at answering critical questions and informing decision making. Wellspring works in small teams that provide significant opportunity for

Associates to interact with and receive mentorship from Partners. Associates take on substantial responsibility for innovative insight development and thought leadership.

Specific responsibilities include:

- Co-developing and executing well-designed work plans that are tailored to answer the most pressing strategic questions facing Wellspring's clients
- Building strong relationships with clients to ensure Wellspring effectively addresses their needs and supports their decision making
- Creating complex financial models and projections
- Performing and developing insightful and equitable solutions from market research, database design and analysis, and topical web-based research
- Developing insights and findings for client meetings
- Preparing for and facilitating client meetings

## **QUALIFICATIONS**

Associate candidates should possess a curiosity about the world around them and a passionate commitment to social change and justice. We generally expect Associate candidates to have at least one year of full-time work experience. Specific qualifications include:

- Excellent analytical skills demonstrated through coursework and professional experience
- Outstanding academic achievement
- Previous strategy consulting a plus
- An ability to think strategically and draw insight from data
- Rigorous analytical skills
- Excellent interpersonal, leadership, and communications skills
- An ability to excel in a fast-paced environment
- Outstanding organizational skills and attention to detail
- An ability to work well with others
- An ability to engage with multiple projects concurrently and work independently
- Demonstrated commitment to the social sector

## **COMPENSATION**

Starting Associate salary: \$80,500

This salary is typical for new Associates with one year of work experience prior to joining Wellspring. Staff also receive an annual bonus, the amount of which varies based on firm and individual performance.



### **POSITION DESCRIPTION: CONSULTANT**

Wellspring Consulting is currently seeking Consultants to either work remotely or at one of our hub locations. Our hub locations include Boston, MA, New Haven, CT, and New York City, NY. To work remotely we require staff to live within close proximity to a major US airport to facilitate travel to client meetings. Consultants are an integral part of the case team, and their work includes a range of tasks aimed at answering critical questions and informing decision making. Wellspring works in small teams that provide significant opportunity for Consultants to interact with and receive mentorship from Partners. Consultants take on substantial responsibility for innovative insight development and thought leadership. Consultants are also responsible for developing relationships with the staff at client organizations and managing the client planning process.

Specific responsibilities include:

- Developing and executing well-designed work plans that are tailored to answer the most pressing strategic questions facing Wellspring's clients
- Building strong relationships with clients to ensure Wellspring effectively addresses their needs and supports their decision making
- Creating complex financial models and projections
- Performing and developing insightful and equitable solutions from market research, database design and analysis, and topical web-based research
- Developing insights and findings for client meetings
- Preparing for and facilitating client meetings

### **QUALIFICATIONS**

Consultant candidates should have a number of years of experience, preferably in strategy consulting. They should also possess a curiosity about the world around them and a passionate commitment to social change and justice. Specific qualifications include:

- MBA or other relevant graduate degree from a leading institution
- Excellent analytical skills demonstrated through coursework and professional experience with significant experience with excel and basic programming
- Outstanding academic achievement
- Previous strategy consulting a plus
- An ability to think strategically and draw insight from data
- Rigorous analytical skills
- Excellent interpersonal and communications skills
- An ability to excel in a fast-paced environment

- Outstanding organization and attention to detail
- An ability to work well with others and lead a team
- An ability to engage with multiple projects concurrently and work independently
- Demonstrated commitment to the social sector

## **COMPENSATION**

Starting Consultant salary: \$130,000

While this salary is typical for new Consultants, the exact starting salary varies based on prior experience and qualifications. Wellspring staff also receive an annual bonus, the amount of which varies based on firm and individual performance.