ERS Recruiting Process FAQs

1. **What past work experience are you looking for?**

   At ERS, we believe diverse teams help us to better service the districts we work with. It's important to staff our projects with team members from a variety of backgrounds. We are looking for people who've worked as teachers and principals; in school district offices focused on data, human capital, and finance; in non-profit organizations; and in private sector companies, particularly in roles where data analysis or consulting has been the core function of your role.

2. **What skills are essential to being effective?**

   For all of our roles, data analysis, numbers sense, and logical problem solving are essential. It is also important to be able to generate content insights from data analysis and be able to communicate them in a clear way to district partners. In addition to these, working effectively as a member of a team, taking ownership over your own professional development and growth, and project management and work-planning are also important skills.

3. **How much do you travel and work collaboratively with the districts?**

   ERS team members typically travel 1-2 times/month for a few days. Between these in-person meetings, teams have regular communication by phone and web conference with district contacts.

4. **How does ERS balance its non-profits status with expansion to new districts?**

   We see our non-profit status as an asset to our growth. Because we are a non-profit, we have the opportunity to receive grants from foundations to help fund our infrastructure. As a result, we are able to keep our engagement costs low for districts. Additionally, we do not take on work for works sake, we specifically target working with districts where we believe we can help them make significant impact on the students they serve.

5. **How are people assigned to projects?**

   When we assign team members to projects, we aim to balance a few things in addition to our goal of putting together diverse teams: expertise needed for the project, team member professional development goals, availability, and team member preference for type of project or geography.

6. **What does the career path look like at ERS?**

   At ERS, we expect that team members will learn and grow over time and take on additional responsibilities. We have a clear consulting career ladder that our team member progress through. We have a set of consulting competencies, including things like framing and managing work, delivering high quality analysis and strategic insight, building strong partner relationships, and contributing to the organization and your team. We have defined what role-specific proficiency looks like, which is how we determine promotion readiness. Each team member has a Goals and Development coach who helps them create and work through a professional development plan.

7. **How many new hires are in a particular cohort?**

   Our typical cohorts have 6-10 team members, based on our hiring needs for any given year. Cohorts start in the late summer. This year, we are expecting to hire at all levels – Analysts, Associates, Principal Associates, Managers, and a School Design Leader. This year we expect 8-10 new team members in the cohort.

8. **Are all employees located in the Boston or San Francisco offices or is teleworking an option?**

   All new employees must be based in either our Boston or Bay Area offices. We are hiring at all levels for our Boston office. For our Boston area office, we are looking to hire all roles. For our San Francisco office, we are looking to hire only for the following roles: Analyst, Associate, and School Design Leader.

9. **Does ERS sponsor visas?**

   Unfortunately, ERS does not sponsor visas at this time.

10. **How competitive are your salary and benefits package?**

    ERS offers a very competitive compensation and benefits package. We benchmark our salaries against other top-tier non-profit management consulting firms. Our benefits package includes health, dental, and vision insurance, a retirement account, graduate school tuition reimbursement, and generous time-off.