



Recruiting FAQ

Should I apply for the position of Consultant or Associate Consultant?

To be considered for the position of Consultant, applicants are required to have a graduate degree and substantial work experience. For Consultant candidates with an MBA, we are looking for a minimum of 2 years of relevant work experience. For Consultant candidates with an MPP, MPA, MPH, JD, PhD or related Masters Degree, we are looking for a minimum of 3 years of work experience.

To be considered for the position of Associate Consultant, candidates are required to have graduated from college or be graduating from college before the Fall of 2008. Candidates who have been working for several years post-college but do not have a graduate degree should apply for the Associate Consultant position. Candidates with a graduate degree but without the requisite 2-3 years of full-time work experience should also apply as an Associate Consultant.

Is nonprofit experience a requirement for the Associate Consultant and Consultant position?

No, but we do look for applicants that have a demonstrated commitment to the sector.

What is the best way to submit an application? What should I include when I apply?

The Bridgespan Group requires that all applications be submitted via our online application system. You **must** submit both your cover letter and resume in .PDF format to be considered for the position.

How do I complete the online application if I do not have SAT scores?

Please complete your online application up until the point where you reach the required test scores. Once you have done this, please email recruiting@bridgespan.org with answers to **all** of the following questions:

1. Relevant Test Scores (ACT or Foreign Test Scores)
2. Please select your office for candidacy (Boston, New York or San Francisco. You may only select one)
3. Are you legally authorized to work in the United States any employer?
4. Are you willing to work in another Bridgespan office?

We will upload your application and then complete it with the information you provide us above.

Can I reapply if I applied for a position last year?

You may submit an application even if you have previously applied to the Bridgespan Group. The system recognizes your name, but will respond to your application as "New." Please completely answer and update **all** fields, including resume, test scores, and office location preference. Incomplete applications will not be considered.

I have submitted my application. What is the next step?

After your application (including resume and cover letter) has been sent, you will receive an automated response indicating your application has been received. If you do not receive such a response, please contact recruiting@bridgespan.org. Your resume is then reviewed by a recruiting committee and compared to all other submissions for your desired office and position. Based on the qualifications of candidates and the specific office's hiring needs, a select number of applicants are extended an invitation to interview. If you have submitted your application online, you will be contacted if invited to interview.

For which office will my resume be considered?

Please select your office location preference in the online application system. The office you select will be the office your resume is sent to and considered for.

Who is the contact person for the recruiting process?

The recruiting contact is Katelyn David, HR Associate. She can be reached at recruiting@bridgespan.org.

How many Associate Consultant/Consultant hires are you looking to make this year?

Hiring guidelines are generated by each office based upon the anticipated business needs for the coming year, current size of the consulting staff and office growth plans.

Will Bridgespan sponsor an H1B visa?

No, at this time the Bridgespan Group will not sponsor H1B visas.

When do interviews take place?

Please see the Associate Consultant and Consultant calendars for the recruiting schedule.