

Job Description: Consultant

Why work for 3SI?

3SI specializes in delivering consulting and advisory services to philanthropies, public sector agencies, and not-for-profit organizations; we do exciting and insightful analytic work that makes a meaningful difference in the world! 3SI staff have testified to the Washington State Legislature regarding billions of dollars in teacher compensation; we've been instrumental in helping develop and maintain WA's Early Start Act, which was landmark early learning legislation helping low-income and vulnerable children; and we have worked with many interesting, diverse, and committed clients like the Bill & Melinda Gates Foundation, the Community Center for Education Results, the University of Pennsylvania, the city of Chicago, thread Alaska, and many others. If you want to make a difference, are (or have been) a consultant, love data and information, are comfortable working in small teams, and are accustomed to highly fluid, fast-paced work environments, then please consider applying for this position. 3SI is based in Seattle and our services include strategy and implementation advisory services, customized data modeling, organizational analytics and decision support, and program evaluation.

Diversity & Inclusivity

3SI is committed to building diverse teams where people of all identities and backgrounds are welcome, included, and respected. Social equity is a key premise of 3SI's work and the firm works to reflect that premise in the composition of our team. We strongly encourage women, gender diverse people, and minority candidates to apply for this role.

Position Description

This position will contribute meaningfully to client deliverables, shape the growth of our consulting practice, participate in interdisciplinary teams of consultants, and support work for a range of clients including the Washington State Department of Children, Youth, and Families and the Bill and Melinda Gates Foundation. An emphasis of this position will be the development, maintenance, and analytical use of a SQL Server database requiring SQL and Python skills.

Qualified candidates will be knowledgeable of consulting tools, methods, and practices (quantitative and qualitative); be comfortable with and adept at modeling, analyzing, synthesizing, and presenting data and information; have excellent interpersonal and communication skills (oral and written); and be able to deliver professional results to clients on time and on budget. Additionally, the ideal candidate will have a track record of mastering new technology tools in response (or anticipation) of business needs.

Compensation is competitive and commensurate with expertise and experience. A comprehensive benefits package is included. Please send resume and cover letter to info@team3si.com.

Position Responsibilities

- Contribute to ongoing development and maintenance of an analytical SQL server database, including the execution of some supplementary processing in Python.

- Design, build, manage, model, and maintain flexible data models from various sources, ensuring that these data sets are representative and inclusive and can improve specific equity-based decisions and program outcomes for all populations.
- Work effectively with clients to develop a deep understanding of social issues and the populations being impacted by these issues, support data driven, inclusive strategies and analyses to drive change, secure clients' buy-in to solutions, and work alongside clients and colleagues to implement solutions.
- Support workstreams that demand high-level quantitative skills in Excel to inform client strategies, performance objectives, and program results.
- Produce professional, thorough, rigorous, and insightful analyses and strategic outputs, including program evaluations, program reports/dashboards of targets, briefing documents, etc., especially in PowerPoint, Word, and/or Tableau.
- Contribute to formal and informal presentations to diverse audiences from policy makers and funders to parents and advocates.
- Troubleshoot data-quality issues, validate result sets, recommend, and implement process and performance improvements for data. Analyze, synthesize, and communicate complex data-related issues clearly and succinctly to both internal colleagues and external clients.
- Manage multiple assignments simultaneously; demonstrate initiative in taking on additional responsibilities when needed.

Qualifications

Required:

- At least 3 years of related experience required. Master's degree and/or experience in a consulting-related position preferred.
- Advanced SQL query skills required. Microsoft SQL Server experience preferred.
- Significant competency in data analysis, modeling, synthesizing, and presenting quantitative analysis and data in a variety of formats and tools like Power Point, Tableau, Excel, etc. required.
- Python experience required (preferred libraries include numpy, pandas, matplotlib, geopandas).
- Excellent interpersonal and communication skills (oral and written).
- Self-motivator, ability to work in an informal, non-hierarchical environment, and the healthy capacity to not take oneself too seriously and have fun!
- Strong consultative skills and ability to work efficiently and effectively both autonomously and in small teams in a highly fluid, fast-paced work environment.
- Requires a regular commute to downtown Seattle.

Preferred:

- Geographic Information Systems (GIS) experience in at least one tool (e.g., ArcMap, Tableau) preferred.
- Cloud experience preferred, particularly with Microsoft Azure.
- Demonstrated commitment to 3SI's core mission and values in serving our philanthropic, not-for-profit, and government clients and the diverse populations and communities they serve. Experience in education-related initiatives preferred.