About Us

Frontier Design is a strategy and innovation firm dedicated to solving social, political, and organizational challenges using the tools of design, systems thinking, and data analysis. We are a diverse group of change-makers and impact seekers with proven results serving a diverse set of clients including U.S. government, non-profits, academic institutions, philanthropic foundations, and private organizations. Since our founding in 2015, we have worked with over 30 organizations on a range of challenges including global peace, innovation in higher education and government, non-profit strategy, organizational development and re-design, measuring impact and enhancing team effectiveness. We are fast-paced, flexible, and adaptive, which gives our team the opportunity to innovate and co-create with vastly different clients who are all committed to constructive change and social impact.

Organizations call on us when they are ready to spark transformational change, challenge the status quo, break through organizational barriers, and creatively reframe their challenges into possibilities. Our work is founded on a “human-centered” approach that focuses on understanding an organization’s needs, fears, desires, concerns, and possibilities. Our project teams are comprised of diverse thinkers that combine the head and the heart; the analytical and the creative; the critical and the empathetic; the logical and the emotional. With a diverse portfolio of short and long-term consulting projects, our team members get exposure to many different clients, challenges, and team members across the globe.

While headquartered in Alexandria, VA, Frontier Design’s organizational construct is largely “virtual”, which offers us the opportunity to employ remarkable talent regardless of physical location. In the future, we plan to re-open our funky, modern office in Old Town, Alexandria. For now, we are working virtually serving clients across the globe.

About the Positions:

Frontier Design is seeking an experienced consultant and creative problem solver to join our team of management consultants, designers, data analysts, researchers, and organizational coaches. We are growing quickly and seek an experienced, analytic and proactive problem-solver who can collaborate well with creative thinkers and designers and can immediately jump into a variety of projects across Frontier’s diverse client base. New team members will hit the ground running to match our fast pace working collaboratively on project teams and independently on deliverables.

You will work directly with team members with different mindsets, superpowers and perspectives and clients with a variety of challenges spanning diverse consulting disciplines. These include, but aren’t limited to, strategic planning; organizational design and change management; research and data analysis; facilitation and training; performance management; and process improvement. Successful candidates will be structured problem solvers who can turn big-picture client ideas into concrete, detailed and actionable processes or deliverables.

Frontier Senior Consultant Job Responsibilities:

- Conducts qualitative and quantitative research and can quickly analyze and synthesize patterns into findings.
- Communicates findings compellingly and visually for different audiences.
  - Reports, briefing decks, stories, scorecards, executive briefings, etc.
- Works closely with team using human-centered design problem solving approaches (empathy mindset and user focused, diverging and converging iteratively, prototyping and testing to learn).
- Thinks strategically, is focused on the big picture and long term project impact but will also sweat the details of implementation.
- Conducts interviews and organizational assessments to identify challenges and opportunities facing client organizations.
- Anticipates what clients and colleagues need next and dives in to make it or take the first cut.
- Partnering with senior leaders at Frontier and within client organizations to support change management and organizational transformation services.
- Uses expertise and problem-solving abilities in service to client's problems and opportunities.
- Conducts training and facilitation workshops with small teams and large groups.

**Type of positions:** Full-time

**Compensation:** Competitive salary and benefits commensurate with experience and education

**Requirements:**

- Bachelor’s degree from an accredited college or university in a relevant field
- 3+ years of consulting experience
- Adept at collecting and synthesizing data
- Communicating verbally, in writing and visually with diverse stakeholders
- Proven ability to use empathy and others' perspectives to creatively frame engagements and surface possible solutions
- Well-organized, attentive to detail, and able to handle multiple tasks simultaneously
- Ability to problem-solve complex issues using strong analytical skills and proactively anticipate work requirements with minimal supervision
- Excellent oral and written communication skills
- Comfortable with public speaking
- Refined presentation skills
- Capable of producing thorough, high-quality work within a tight timeframe
- Excellent interpersonal skills and ability to work with a geographically and culturally diverse range of stakeholders from various industries
- Ability to develop effective working relationships with key internal and external contacts

If you wish to explore employment opportunities with us, please submit your resume to: christina@fdg-llc.com. To find out more about Frontier Design please visit www.imaginefrontier.com.