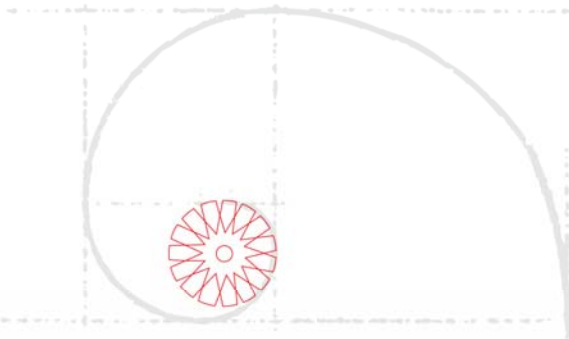




# Teamwork Leadership

Create success  
with us.

A Different Kind of Consulting Company...



**CLIFF CONSULTING, INC.**

... your partners for project success

## ... A Different Kind of Consulting Career



Get **more** out of your career. Achieve balance in your **life**.

CLIFF CONSULTING, INC. (CCI) is looking for experienced project leaders—people who enjoy helping clients achieve measurable results in a collaborative and flexible work environment.

CCI project leaders relish using their skills to solve clients' problems. They are self-motivated. They're passionate about everything they do. They crave the opportunity to manage their own client engagements.

We'd like to offer you the opportunity to create a rewarding professional career on your own terms. You'll enjoy all the intellectual challenge, diverse clients, and professional growth you can possibly imagine—without sacrificing your personal life to get it.

If this sounds like your kind of consulting career, we want to hear from you. Please email us your resume and cover letter at [careers@cliffconsulting.net](mailto:careers@cliffconsulting.net) for immediate consideration.

## The Company



CLIFF CONSULTING, INC. (CCI) was founded in 1972 as a process re-engineering consultancy. Since then, our services have evolved to include IT and operations project strategy and leadership.

Now, more than three decades later, we've become one of the most highly respected and trusted firms of its kind. We have developed a strong reputation among our industry-leading clients, who recognize the superior value we offer over firms that—while often much larger than us—are continually distracted by the need to inflate project team headcounts to support their high overhead.

The secret to our success is simple: we attract talented associates and give them the freedom and independence to manage their clients' needs—and their own lives—in ways that work best for *them*.



We are looking for creative problem solvers to join our growing team—consultants who seek the flexibility that our smaller firm atmosphere offers. We seek experienced associates with the following qualifications:

- Five or more years of experience leading complex operations and/or IT-focused projects, in either employee or consulting capacities
- Excellent written and verbal communication skills
- A strong desire to leverage your skills and knowledge to deliver measurable results for our clients

MBA or other relevant advanced training is also desirable, but we're more interested in what you can do than how you learned to do it.

In exchange for your skills, CCI offers competitive pay and incentives, comprehensive benefits, and an emphasis on work / life balance that's unique in our industry.

## Work/Life Balance – We Insist On It



Building a rewarding professional career as a CCI consultant doesn't mean giving up your personal life—far from it. We know our associates do their best when they're happy, which is why we go well beyond paying lip service to work/ life balance—we actually insist on it. That's one of the reasons why we focus almost exclusively on San Francisco Bay Area clients—it eliminates the onerous travel requirements that typify much of our industry.

CCI is an outstanding opportunity to pursue a fulfilling career without sacrificing balance in your life. As a CCI Associate, you decide how much work is right for you and when. Prefer to go mountain climbing for a few weeks between projects to clear your head? Just let us know when you'll be ready to start a new assignment. Need to scale back on your work schedule so you can train for an upcoming marathon? Want to earn your MBA, or focus more on your family? We can often accommodate our associates' schedules with part-time assignments and even extended leaves.



## Why Work for CCI?



**Put an established firm behind you –** Working for CCI provides all the flexibility you would enjoy working as an independent, with the stability and reputation of an established firm. CCI has a sterling reputation for delivering results and adhering to strong business ethics, always putting clients first and associates a close second. You will enjoy the rewards of our marketing support infrastructure—including collateral materials, management and central office support, and a company website. We also maintain work space and computers at our central office, available for associates’ use at any time.

**Respect for your experience –** We decide whether you’re right for CCI *before* we offer you a position. Once you join us, you’ll get the respect for your skills and experience you deserve right from the start—as well as encouragement to tap the collective knowledge of your colleagues.

**Collaboration, not competition –** At CCI, our work style might be described as “client collaboration, not internal competition.” You’ll have the freedom to devote your energies to maximizing client value—instead of being pressured constantly to increase billings and out-perform your colleagues.

**Work with experienced colleagues –** Take advantage of your colleagues’ expert knowledge whenever you need it, without any rigid requirements to follow specific methodologies. And keep up with colleagues’ latest activities and challenges through semi-monthly team meetings.

**Positive work / life balance –** At CCI, you control your work life instead of the other way around. You control your own work schedule, the percentage of your time you want to work, which assignments you want to take on, and how much, if any, business development you want to do. And given that we’re a Northern California regional firm, out-of-town travel is rare.





**Work from home** – We’ve always been a decentralized, virtual business, and we can’t imagine working any other way. Each of our associates maintains a home office suitable for performing consulting work when not working onsite at client locations. CCI supplies a company-owned computer with all necessary software, an all-in-one printer / scanner / fax machine, and all consumable office supplies.

**Take on as much work as you want** – Enjoy a constant flow of challenging and exciting opportunities, due largely to the effectiveness of our marketing incentive plan. We have an enviable track record of providing as much

work as our people want, with very few travel demands.

**Generous compensation and benefits** – As a CCI consultant, you’ll receive significant financial rewards, including a competitive compensation and benefits package. Unlike most other consulting firms, we pay you for every hour you work, and payment is never contingent on our being paid by the client. We also offer attractive incentives for your marketing and recruiting activities. Although these activities are by no means required, if you’re inclined to engage in business development or recruiting, we’ll reward you for your efforts.

## Generous Compensation

As a CCI Associate, your total pay includes three components—1) direct compensation, 2) project responsibility premium (optional), and 3) business development incentives (optional). Our associates are compensated at one of the industry’s highest rates as a percentage of billings.

1. **Direct compensation: get paid for every hour you work** – Many consulting firms expect you to work nights and weekends in a crunch—which is not unreasonable until you realize that they don’t pay you any extra money for all those additional hours. At CCI, you’re paid for every hour you work. We always try to plan projects so that extended work hours aren’t necessary, but when they are, we think it’s only fair to pay you for all of your time and effort.
2. **Project responsibility premium – greater responsibility means greater rewards** – When you take on primary responsibility for managing a project (which our associates usually do), you automatically earn additional compensation. If you manage the client relationship, your compensation is further increased. And you don’t have to wait until you’ve been with us for any minimum length of time. We’ll give you more responsibility as soon as you’re ready.



- 3. Business development incentives – earn commissions for bringing in new work** – We encourage an entrepreneurial spirit through our business development incentive plan. If you bring an assignment to the firm, you'll receive a commission, based on the gross billings generated by the assignment. Business development is optional, and if you prefer to concentrate exclusively on project work, that's fine with us.

## Outstanding Benefits

CCI offers a comprehensive benefits package to all employees working at least half time\*, including health and dental insurance, a 401(k) retirement plan, and a cafeteria benefit plan.

**Health insurance** is provided for each employee. CCI currently offers PPO and HMO plans. Taking advantage of our Cafeteria plan, employees may also insure their families cost-effectively on a tax-advantaged basis.

**Dental insurance** is also provided for each employee. Again, through our Cafeteria plan, employees may purchase optional family dental insurance on a pre-tax basis.

**401(k) retirement plan** – CCI contributes ten percent of each employee's compensation to a self-directed 401(k) plan—an very generous contribution level. New employees are eligible for 401(k) plan participation after working at least half time for six months.

**Cafeteria benefit plan** – Employees may choose to set aside pre-tax income for certain approved expenditures, including out-of-pocket health care costs, dependent care, group term life insurance, and dependent health insurance.

**Holidays, vacations, and sick leave** – Associate compensation rates take into account normal vacations, holidays, and sick leaves throughout the year. Associates schedule their own time off—consistent with client engagement commitments—without incremental pay.

**Travel expenses** – Associates are reimbursed for 100 percent of travel expenses to and from client locations, including mileage, tolls, and parking expenses.

CCI pays all required corporate Social Security and Medicare taxes, SDI, Unemployment Insurance, and Worker's Compensation Insurance costs.

\* *Employee benefit plans are offered at the Company's discretion. These plans and their terms and conditions may be modified from time to time, subject to applicable laws and regulations.*



**We'd like to hear from you.**

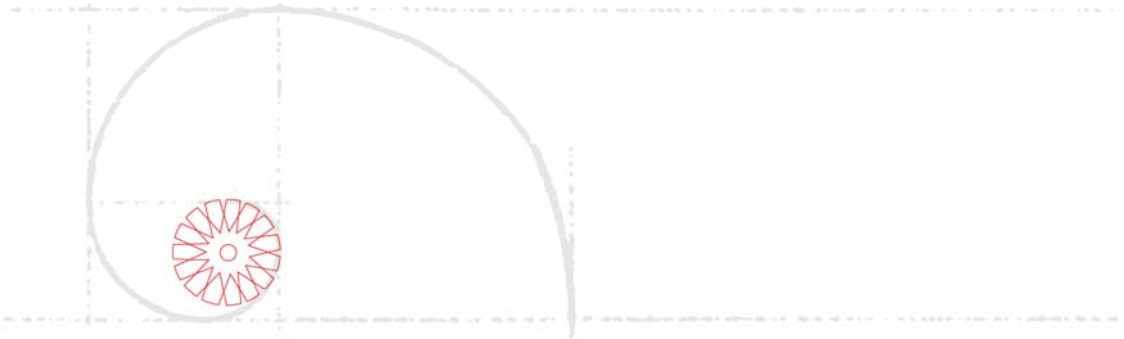
If a CCI opportunity sounds appealing to you—and if you have the skills and experience we're looking for—we'd very much like to hear from you. Please email us your resume and cover letter at [careers@cliffconsulting.net](mailto:careers@cliffconsulting.net).

Get **more** out of  
your career.  
Achieve balance  
in your **life**.

**CLIFF CONSULTING, INC.**

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