



Most big consulting companies like Booz Allen, BCG, or Deloitte, have a generalist recruiting model for the undergraduate students, meaning work with public sector clients is not guaranteed and students will be put on private sector projects.

Recruitment timelines differ for consulting companies since their work can depend on the needs of the government and non-profit clients. Some major companies only have a very small Government Services team and never host interns or do any formal recruiting. Networking is key.

Below are companies that Sanford Career Services works with to recruit undergraduate students for public sector work, along with additional ideas to gain relevant experience.

Firms Recruiting Sanford Public Policy Majors

Firm	Hiring Timeline	Positions
MAXIMUS	Spring	Jobs/Internships
Public Consulting Group	As needed	Jobs/Internships
Public Impact	As Needed	Jobs/Internships
Alvarez and Marsal	Mid/Late Fall	Jobs/Internships
Weinstein Carnegie Philanthropic Group	Early Spring	Internships
Acumen/Sphere Institute	Early Spring	Jobs
McChrystal Group	Early/Late Fall	Jobs/Internships
Dalberg	Fall	Jobs
Guidehouse	Fall	Jobs/Internships
Abt Associates	Early Spring	Jobs/Internships
Rios Partners	Fall and Spring	Jobs/Internships
Chemonics	Spring/As needed	Jobs/Internships
Social Impact	Spring/As needed	Jobs/Internships
Booz Allen Hamilton, Summer Games	Late Fall	Internships
KPMG Infrastructure & Projects Advisory	Early Fall	Jobs/Internships
Arabella Advisors	Fall and Spring	Jobs/Internships
The Raben Group	Spring	Jobs/Internships
Pallas Advisors (ugrad seniors only)	Spring	Internships
HR&A	Spring	Jobs/Internships

Some companies post opportunities in Handshake, but not all, and not consistently. Students should sign up for job alerts on companies' website, check their postings weekly, and have an account in their application system ready. Students should also follow these companies on LinkedIn and network often with Duke and Sanford alumni.

Other Options

Public/Government Relations, Lobbying, and Political Strategy Firms

Internships with these types of companies will build client management and presentation skills while exposing students to a high-paced work environment where they must research and synthesize information quickly. Depending on the focus of the company, students will also dive deeper into specific policy issues and deepen your skills in data analysis and visualization. Some firms to consider:

The Advance Group	CO2EFFICIENT
Purpose	Cassidy and Associates
SS+K	Crowell & Moring International (CMI)
The Charles Group	Jennings Policy Strategies, Inc. (JPS)
Devine Mulvey Longabaugh	Hickman Analytics
Global Policy Group	FGS Global
Nueva Vista Group (NVG)	Kountoupes Denham Carr & Reid
Carmen Group	Fountainworks

Trade Associations

Students also interested in the intersection of politics and the private sector, should consider internships with trade associations. There is a trade association for almost every business type and product. Students should reach out to them inquiring about internships if they do not have internship postings on their website, as some offices are small and may host interns on an ad-hoc basis.

Government Relations for Companies

Government relations offices tend to be very lean, even at large companies, so internship and job opportunities tend to be rare. Select examples include: RTI International, Mizuho Bank, and Weyerhaeuser.

Law Firms

Dentons, Holland & Knight, Brownstein Hyatt Farber Schreck, and Akin Gump Strauss Hauer & Feld LLP are law firms that tend to seek public policy interns each summer.

What Recruiters Want

"Our most successful team members feel a strong sense of connection and commitment to our mission, are equal parts effective team members and team leaders, and enjoy learning, thinking, and innovating. At Public Impact, team members focus on providing our district, school, and educator partners with strong relationship-building, influence, and technical service in order to support them in providing the educational opportunities their students and communities deserve."



Renee Coleman, Public Impact, Sr Strategy & Talent Coordinator

Desired Skills

- Presentation skills (data visualization, PowerPoint)
- Analytical skills (qualitative and quantitative)
- Research and memo writing skills
- Teamwork and communication skills

What to Do at Sanford

- Search in Handshake and follow employers on LinkedIn
- Attend consulting information sessions
- Attend consulting workshops
- Network with Duke and Sanford alumni
- Have application materials ready early
- Perfect elevator speech
- Join relevant clubs, attend events and conferences
- Meet with Sanford Career Services Advisor for resume, cover letter, & LinkedIn review and behavioral interview prep
- NOTE: Sanford Career Services does not provide individual consulting case studies preparation, resources for consulting case studies preparation are listed below

Resources

Websites

- Duke Career Hub [resources](#)
- [Management Consulted](#)
- [Crafting Cases](#)
- [MConsultingPrep Official Youtube Channel](#)
- [Strategy Simplified Podcast](#)
- [Duke Consulting Club](#)
- [Case Interview Partners Practice Group](#)
- LinkedIn Nicholas School [resources](#) (in folders: Career Skills/Interviewing/Case Interviewing)
- [Master The Case](#) (over 60 casebooks)
- [Big Interview](#) (to complete practice interviews; Duke students have a free account)
- The [Department of Economics \(DFE\)](#).
- [IGotAnOffer's Top 7 Case Interview Frameworks \(and How to Create Your Own\)](#).

Books:

- [The Case in Point](#) by Marc P. Cosentino
- [Hacking the Case Interview](#) by Taylor Warfield
- [The Ultimate Case Interview Workbook](#) by Taylor Warfield
- [Case Interview Secrets](#) by Victor Cheng
- [Interview Math](#) by Lewis C. Lin