

Company:	Facente Consulting
Position:	Senior Consultant
Salary:	\$115,000 - \$160,000+ based on skills
FTE:	Full-time
Applications Due:	August 14, 2026

Position Overview

Facente Consulting is a woman-owned consulting firm headquartered in San Francisco's East Bay, specializing in providing public health-related professional services to health departments, other government agencies, nonprofits, universities, coalitions, and collaborations. Our mission is to support our clients to improve health and wellness by helping them understand, implement, and tell their story. We are seeking a Senior Consultant to join our team - someone who is passionate about public health, values the wisdom of communities, and wants to apply their skills and experience to advancing health equity for under-resourced populations. **We strongly encourage people of color and people with lived expertise in communities impacted by health inequities to apply.**

The Senior Consultant's primary role will be to lead a variety of projects, ranging in complexity, length, subject matter, and methodologies, initially under the guidance of senior managers, with increasing independence. Senior Consultants have specialized skills and knowledge (e.g., in a subject matter area, or in a particular method such as evaluation or strategic planning), and are also versatile in that they can lead and/or contribute to projects focused on strategic planning, program evaluation, needs assessment, collective impact backbone support, data collection and analysis, and/or training and technical assistance. Senior Consultants may play a key role in bringing new clients or new work into the firm. Experienced Senior Consultants may also supervise staff. For this particular opening, we are seeking someone with advanced project management, project stewardship, and client relations skills (see "Skills and Experience" section for more details).

This position is a regular exempt (salaried) position.

Job Description

- Participate in multiple simultaneous projects "end-to-end" of varying sizes, complexity, and subject matter, including serving as the Lead (guiding overall vision and providing direction and guidance to project team members) or as a Team Member
- Continually assess and synthesize multiple points of information (e.g., primary data, stakeholder perspectives, political will, best practices), and use that information strategically to guide next steps on a project
- Conduct quantitative and/or qualitative assessment, including instrument design, data collection, analysis, and report writing (e.g., literature reviews, key informant interviews, focus groups, surveys, epidemiologic data analysis)

- Manage, analyze, and use data to tell a story and inform program or policy decisions
- Prepare and deliver presentations, reports, and other client deliverables
- Apply health equity principles and an antiracist lens in project implementation
- Work effectively with a wide variety of stakeholders, including executive directors, program directors, foundation executives, clinical staff, public health professionals, researchers, clients of nonprofits, and community members
- Build and maintain rapport with company clients, through collaborative engagement and effective communication with project stakeholders
- Develop and maintain positive working relationships with coworkers, clients, and potential clients

Skills and Experience

General Senior Consultant Skills and Experience

REQUIRED

- Minimum of 3 years of experience as a consultant, or in a role similar to that of a consultant (such as technical assistance/capacity building with autonomy over planning and implementation)
- Minimum of 3 years of experience with public health program planning, strategic planning, program evaluation, needs assessment and/or other public health program-related work
- Well-versed in health equity principles
- Willingness to engage in anti-racism work
- Ability to move work forward independently, with general guidance
- Ability to maintain positive relationships with clients and coworkers
- Ability to multi-task in the face of competing priorities
- Comfort and skill working directly with community members (e.g., town halls, community advisory boards, focus groups, etc.)
- Strong presentation skills
- Proficient with MS Office applications (Word, Excel, PowerPoint) and web-based communication platforms (e.g., Zoom), and comfortable learning new technology
- Willingness to travel for in-person facilitation or project meetings

DESIRED

- Experience working for or with a health department and/or a community-based organization
- Master's degree in public health or related field
- Fluent/native speaker and writer in Spanish

Specific Skill Requirements for This Senior Consultant Position

Advanced skills in **all** of the following:

- **Project Management:** Ability to organize and manage resources (time, personnel, budget) in order to efficiently and effectively take a project through the stages of initiation/set-up, planning, execution, monitoring, and closure.
- **Project Stewardship:** Exhibits strategic decision-making and strong judgment about how to meet a project/client's needs with the team and resources available. Includes ability to design (and adjust as needed) a scope that is responsive to client needs, project goals, and shifting/emerging contextual factors.
- **Client Relations:** Ability to effectively manage a client's experience of and engagement in a project, and ability to engage tactfully and effectively in difficult, charged, and complex client dynamics.

Intermediate skills in **one or more** of the following:

- **Strategic facilitation.** Ability to design and facilitate complex processes involving a series of meetings to help clients achieve their goals, which are often ill-defined at the outset. Strategic facilitation requires a combination of skills, e.g., mediation/conflict resolution, problem-solving, awareness and management of group dynamics, strategic planning, critical thinking, flexibility during facilitation, and handling ambiguity.
- **Qualitative interviewing and focus groups.** Ability to create interview and focus group guides and conduct interviews (usually semi-structured with open-ended questions) and facilitate focus groups.
- **Qualitative synthesis.** Ability to collect, analyze, and interpret non-numerical/qualitative data to understand concepts, opinions, or experiences.
- **Quantitative data analysis.** Ability to use statistical methods to identify and repair data quality problems, and collect and interpret data in order to uncover patterns and trends.
- **Technical assistance.** Ability to listen to challenges faced by clients or grantees and teach them new skills or approaches to solving the issues presented.
- **Results-Based Accountability (RBA).** Ability to apply the RBA framework to assist clients to identify relevant indicators and performance measures and use those measures to bring about measurable improvements to quality-of-life conditions for families and communities.

Additional Information

- Facente Consulting is a virtual workplace, with no physical office. All of our staff work from their homes, but we work hard to foster a remote supportive team environment.
- This position may require local, state, and/or national travel.

- Our team is amazing. We are a remarkable group of people with a vast array of skills, unique perspectives and experiences, and a passion for public health practice. We are people of color and white allies; we are gay, queer, and straight. We believe in work/life balance, and we also like to be upfront about the fact that certain projects sometimes require us to do short stints of intense work. To balance out this intensity, we make sure to have a lot of fun – getting together twice a year for retreats, fun activities at staff meetings, company parties, and more.
- We have a unique compensation model, which includes a base annual full-time salary for all Senior Consultants of \$120,000. Consultants supplement this base salary through skills-based pay (we have a set of 20 skills that when a consultant demonstrates proficiency, they earn extra pay); differentials (for language capacity, connection to community, and taking on additional responsibilities beyond their job description); commission (7% of the value of any projects brought into the firm); and bonuses (for top quality work leading to repeat client engagements). By the end of their first year, it is common for full-time senior consultants to be making \$130,000 - \$160,000 per year.
- Facente Consulting offers a benefits package with health, dental, and vision insurance, a flexible spending account, a monthly wellness reimbursement, paid flexible vacation (unlimited) and sick time, long-term disability insurance, retirement, paid professional development opportunities, and more.

Application Instructions

People of color and people with lived expertise in communities affected by health inequities are strongly encouraged to apply. We value the unique experiences, strengths, and perspectives that the applicant will bring to this position. Therefore, we will take into account not just academic training but also real work and life experience, engaging in a holistic review of each applicant's personal and professional experience, skills, and values.

Please submit the following to Sora Han, Operations Manager, at apply@facenteconsulting.com:

- **Cover letter.** Please include 1) how you learned about this position, and 2) a short statement about your familiarity with AI, how you have used it, and specifically if and how you used it to prepare your application.
- **Resume/CV**
- **Two samples of your work** that you produced largely independently. One must be a writing sample (e.g., report, white paper, published article). The other can be a writing sample or something else (e.g., program/evaluation design, infographic, theory of change, training curriculum, presentation/slide deck). We recognize that professional efforts are often collaborative, and you may not have a work sample that was generated 100% by you. In your cover letter, please describe the work samples you are submitting and how you contributed to them.
- **Three references** with contact information (current or former supervisors or co-workers, professors or teachers, or other professional references welcome; we will notify you before checking any references)