

Consultant Position Overview

Consultants...

Are the **primary liaisons** between the General Fraternity and collegiate chapters and colonies.

Are **highly trained as professional facilitators, trainers, educators, advisors, mentors, and recruiters.**

Work with **approximately 25-30 chapters and colonies** – OR – are responsible for a **colony expansion** per semester.

Develop **leadership, public speaking, professional writing, customer service, project management, and event planning skills.**

Assist the Legion of Honor in meeting its **obligation to excellence.**

Qualifications

ALL CONSULTANTS MUST...

Have at least a **Bachelor's Degree** from an accredited college or university in the United States or Canada.

Be an **initiated member in good standing with Sigma Nu Fraternity.**

Have previous chapter and/or campus **leadership experience.**

Have **strong written and verbal communication skills.**

Be **detail-oriented** and **possess excellent organizational and analytical skills.**

Be able to **work well under pressure, motivate others, research and resolve issues, take initiative, and multi-task.**

Be in possession of a **valid driver's license** at time of application (applicants will be subject to a driving record background check).

Be able to travel. In your **personal vehicle**, having all legally required automobile insurance and home state required registrations and inspections.

Not everyone who works for Sigma Nu was a Commander. Many of our Consultants were officers in their chapters or on IFC, judicial board officers, involved in student government, or employed during college. The Fraternity is interested in an applicant's leadership skills, academic performance, communication skills, and their campus, community, and overall chapter involvement, among other things.

Specialization

All consultants are generalists, able to assist chapters and colonies, students and alumni, alike. After a new consultant joins the team and goes through the initial training program, they are assigned a specialization. Most consultants serve in the Leadership specialization where they focus on existing chapters and colonies. A smaller number, usually consultants in their second year, specialize in Expansion & Recruitment.

LEADERSHIP

Leadership Consultants are the "frontline" of the General Fraternity. Each day our Leadership Consultants assist collegiate chapters in dealing with various issues from risk management to recruitment to social event planning and scholarship. As go the Leadership Consultants, so goes the ability of the General Fraternity to properly service its constituents – collegiate chapters, alumni, volunteers, and college/university officials. Our consultants regularly perform over 300 chapter consultations and conduct more than 3,000 face-to-face meetings with chapter officers per year.

EXPANSION & RECRUITMENT

Expansion & Recruitment Consultants' serve as project managers for new expansion and recolonization efforts of the General Fraternity. Our Expansion & Recruitment Consultants meet and talk with hundreds of collegians, alumni, and professionals of nearly all occupations in their efforts to expand the use of Sigma Nu's Values-Based Recruitment Program and recruit men for the Legion of Honor. Expansion & Recruitment Consultants work on one expansion project each semester while helping existing colonies through the petition and chartering process.

Training

All Consultants start their two-year work agreement with a thorough weeks-long training program to ensure they are fully capable of fulfilling their job responsibilities. Traditionally conducted over the course of the summer months – or, in the case of mid-year hires, during January and early February – the training is designed to ensure new consultants have a complete understanding of the various programs and services available to Sigma Nu members, especially the collegiate chapters and colonies. Additionally, Consultants receive a complete training on Sigma Nu's consulting model and their specific role in working with chapters and colonies. Similarly, Expansion & Recruitment Consultants receive a complete training on Sigma Nu's expansion model and their specific role in the establishment of colonies and supporting these groups to chartering.

Skills & Experience Gained

Serving as a Consultant provides many opportunities, responsibilities, and freedoms that most entry level positions cannot offer. Some of the skills our Consultants use and develop on a regular basis include:

- Facilitation
- Leadership Development
- Professional Writing
- Event Planning
- Time Management
- Recruitment Training
- Networking
- Customer Service
- Conflict Resolution
- Etiquette
- Project Management
- Financial Planning & Budgeting
- Negotiation

Living Arrangements

The Fraternity provides reimbursement for housing in Lexington, Virginia, during training for all consultants as well as travel, hotel, and miscellaneous expenses while traveling for the Fraternity.

Benefits

- **Health, Dental, Vision and Disability Coverage**
- **401(k)** plan available, with employer match after 12 months
- **Staff Housing**
- **AAA Membership**
- **Laptop and iPhone**
- **Per Diem**
- **Flexible Paid Vacation / Personal Time**
- **Alumni Contacts and Networking**
- **Extensive Travel Experience**
 - Business Travel Expenses Paid
 - Mileage Reimbursement
 - Keep airline/hotel loyalty points

Testimonials

"The consultant experience helped me land a position with Jacksonville University. The experience I gained working with diverse collegiate groups and universities was something my supervisor and the Deans of the University saw as an asset. The program enhanced my public speaking skills and overall helped me in becoming a better professional, allowing me to carry myself with confidence everywhere I went. This program developed not only my professional skills, but my social skills as well. I wouldn't trade my experience as a Consultant for anything else. It was a chance to gain new experiences and see the country through a different pair of eyes. Not a lot of jobs afford the opportunity to travel (and get paid while you do so) while having an opportunity to network with high-level alumni and make friends along the way. The training the General Fraternity provided still helps me to this day. I consider myself lucky to have had this opportunity."

~ Gabe Castro (Jacksonville), Leadership Consultant 2018-2010, Expansion Consultant 2019-2020

"This job is the perfect steppingstone out of college that allows you to grow as a professional, but also gives you the opportunity to see the country while doing so. The consultant job helped me grow so much, I'm not sure if I would have been prepared for law school if I had gone straight from undergrad. I think it was a great experience to get to see a different part of the country than where you're from, but also to see how the chapters differ from your own region as well."

~James House (UC Santa Barbara), Leadership Consultant 2015-2017

"The Leadership Consultant experience was a solid foundation for my career, and I feel strongly that I will continue to benefit from it moving forward. In relation to my peers, I am much more organized and have excellent time management skills – both of which were developed during my time as a

Lexington, Virginia

Local Attractions

- Washington & Lee University
- Virginia Military Institute

For Outdoor Enthusiasts...

- Hiking, Biking, and Running Trails
- Fishing, Canoeing, Rafting, Camping, Rock Climbing, and Skiing
- Golf – traditional and disc – several courses throughout the area

Sports

- Minor League Baseball – Salem Red Sox and Lynchburg Hillcats
- ACC Athletics – Virginia and Virginia Tech

Other Attractions

- Charlottesville, Richmond, and Washington, D.C., within driving distance
- Historical Museums and Landmarks (e.g., Monticello, Appomattox Court House, Natural Bridge)
- Variety of nightlife and entertainment options in and around the area (e.g., Busch Gardens, Kings Dominion, Charlottesville's Downtown Mall)
- Popular music festivals featured throughout the Shenandoah Valley year-round

consultant. I left the consultant role with 200+ hours of presentation experience and now I'm striding ahead of my coworkers when we present findings to our leadership. I couldn't recommend the experience more, but it's not a cakewalk – you will get out of it what you put into it. Sigma Nu is an excellent place to learn about yourself and how you work under pressure. It provides a look into how an organization can be 'mission-driven' and it may really impact you in a positive way if you let it. It's not a traditional path, but it's just as, or more, valuable in its ability to develop you into a confident and driven individual that any company would want to hire."

~ Rob Grabowski (Alabama), Leadership Consultant 2016–2018

"Working as a consultant gave me the chance to learn and develop skills that have been crucial in my professional career. In many ways, the experience was a soft launch introduction to the professional world. I am much more capable and confident working with a wide variety of professional stakeholders. This broad professional experience, tied with public speaking and management skills, has been a huge asset in the corporate world and helped me be a consistent top performer amongst my professional peers."

Think about the career you'd like to have in five years. Think about the person you'd like to become over that period. Would a few years of professional travel, exploration, project management, and public speaking experience be useful on that journey to your ideal self or career? Would an expanded network of like-minded peers help you find the right path or the right place to settle down? If so, jump at the opportunity to be a consultant. Invest in these skills and experiences now to see returns later in your career."

~ Jonah Mackay (Washington & Lee), Leadership Consultant 2017–2018,
Expansion Consultant 2018–2019

Application Deadlines and Submission Instructions

Applications are due by:

October 15th for consideration of either a January start or "early decision" for a June start date.

March 1st is the final deadline for consideration of a June start date.

If all openings for January and June are filled during the fall interview process interviews may not be conducted in the spring.

Submit completed applications and supporting materials to either of the following addresses. A copy of the completed **application form** is required to open an application file and prior to the scheduling of an initial interview. Applicants may submit transcripts and recommendation letters separately from their application form.

EMAIL (PREFERRED): headquarters@sigmanu.org

MAIL (HARD COPY MATERIALS):

Sigma Nu Fraternity, Inc.
Attn: Consultant Program
9 N. Lewis Street
P.O. Box 1869
Lexington, VA 24450

Preparation for the Future

The consultant experience can be a springboard to a variety of future opportunities. Our former staff members have found a high degree of success in marketing their experience to employers both because of the travel experience and high level of responsibility given to our consultants. A high percentage of consultants also end up finding their next job or preferred city to start their next career as a direct result of their consultant experience.

Past consultants have gone on to:

- Continued employment with the General Fraternity at the Associate and Director level
- Graduate School programs in:
 - Law
 - Medicine
 - Business
 - Management
 - Higher Education
 - Politics & International Studies
 - STEM
- Immediate employment in:
 - Their undergraduate field of study
 - Higher Education
 - Non-profit management
 - For-profit management positions
 - Supervisory positions for start-ups, regional, and national companies