



**Experienced Associate - Management Consultant  
Manufacturing and Distribution  
(Job Requisition Updated July 2011)**

**Company Profile**

Founded in 1991 (we're celebrating our *twentieth* year!), The Keystone Group is a Chicago-based management consulting firm focused on middle-market manufacturing, distribution and trucking companies.

We offer three service lines to our clients: Turnaround, Mergers & Acquisitions, and Strategy & Operations. Besides focusing on a segment of the market that has been traditionally underserved by larger consulting firms, the services we provide attract clients through all aspects of the business cycle. We have a results-oriented focus and our work is typically hands-on. We consider ourselves to be integral not only to the planning, but to the implementation of our ideas. The success at our clients has been instrumental in developing an excellent reputation not only within our target market, but also with the financial institutions and private equity firms associated with our clients.

Our firm consists of approximately 35 professionals in a relaxed and non-hierarchical environment. Advancement is based on merit and not on any pre-determined amount of time. While we work hard, we also have a lot of fun. We take a biennial trip as a firm, host an annual charity golf outing, and have numerous formal and informal social activities throughout the year.

**Responsibilities**

Associates with The Keystone Group are expected to take a substantive role in consulting engagements and take on a tremendous amount of responsibility early in their careers. On any given engagement, an Associate will undertake a variety of tasks: recognizing problems, identifying and prioritizing opportunities, developing recommendations, and implementing solutions.

Keystone employees are expected to apply their experiences and knowledge to all three service lines: Turnaround, Mergers & Acquisitions, and Strategy & Operations. As a result, Associates are given the opportunity to both develop and improve their skills across a diverse set of consulting environments.

Our client teams tend to be small but have high impact. A typical engagement team is composed of 3 -5 professionals, so all members of the team have opportunities to interact with the senior management of our client and in some cases with the client's financial institutions and/or private equity sponsor.

If successful, the Associate role allows one to take on leadership roles at the firm and become more involved in growing one or more of our practice areas.



## **Qualifications**

The ideal candidate will possess the following characteristics and skills:

- An undergraduate degree is required. Undergraduate concentration in operations or finance is preferred and an MBA or postgraduate degree would be a significant plus.
- *Minimum of 5 years of practical experience with manufacturing and/or distribution companies including at least 3 years serving with another management consulting, private equity, or public accounting firm.*
- A leader with strong interpersonal skills with the ability to quickly establish credibility enabling them to lead, manage, and motivate a client team composed of both Keystone & client individuals.
- A strong personality with extraordinary business and people management skills who can not only identify opportunities but also enroll others to deliver the desired results.
- Excellent communications skills, both verbal and written, with the ability to develop and deliver effective presentations.
- Effective analytical and problem solving skills.
- Ability to multi-task and work in a fast-paced, dynamic setting.
- Positive attitude when facing adversity and possessing the required perseverance and persistence.
- Strong competency in MS Word, MS Excel and MS PowerPoint, with MS Access a definite plus.
- Must currently reside in the Chicago area.
- Willingness to travel extensively
- Must be authorized to work in U.S. (permanent residency with permanent work authorization)

## **Salary**

- Keystone offers a competitive base salary plus a bonus structure based on both individual and company performance.