



University Leadership Programs

Building leaders of tomorrow

Development of our talent is very important to us. These programs are created to support and develop top candidates who have demonstrated that they are leaders in the making. Many of our senior leaders in the business today started out in one of our University Leadership Programs

	Analyst Development Program (ADP)	Engineering Training Program (ETP)	Consulting Training Program (CTP)
Start Dates	January & June	January & June	June
Training	4-6 months	7 weeks	7 weeks
Most common majors	Econ, Math, Stats	Comp Sci, Info Systems	Marketing, Econ
Tech/Tools used	R, SQL, SAS, Python	Java, AngularJS, Hadoop	Excel, Proprietary Tools
Hiring Timing	Fall	Fall	Fall

What makes a **successful** Leadership Hire?

- ✓ Delivers valuable insights that impact business long term
- ✓ Shows passion around our industry and data
- ✓ Curious, asks intelligent questions and challenges stale ways of thinking
- ✓ Believes in our vision, ways of working and strategy – we’re one team
- ✓ Loves (and is good at) telling a story with data
- ✓ Is a leader and takes initiative
- ✓ Understands the value of work life balance to recharge, but also realizes that success takes hard work
- ✓ Actively listens as much if not more than sharing good ideas



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Intern & Co-op Programs

What is the difference?

Interns are in the summer only, are our pipeline to entry level hires in analysis, engineering and consulting and manage a 10 week project that's a real piece of the business.

Co-ops are year round, are typically for staff augmentation in Human Resources or Information Technology and are placed directly on a team as a full time contributor to the team in business as usual or special projects.

	Interns	Co-ops
Timing of the year	Summer Only	Spring, Fall, Summer
Analysts & Consultants	X	
Developers	X	X
Human Resources & Info Tech		X
Competitive Salary & Health Benefits	X	X
Paid Housing	X	
Paid Vacation		X
FT Offers for successful experience	Offered	Offered if available

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WHAT WE LOOK FOR AT 84.51°

OUR VALUES

LIMITLESS MINDS

- Adaptable thought & flexibility
- Open mindedness
- Falls in love with the problem
- Nurtures growth
- Self-aware and connected

FEARLESS HEARTS

- Has a spirit of experimentation
- Strives for bold ideas and recommendations
- Values diversity and cultivates synergy & relationships

RELENTLESS DELIVERY

- Makes it happen
- Thinks and acts decisively
- Acts with integrity & discipline
- Bring others along
- Cares and shows it

OUR APPLICATION PROCESS

01/ APPLY

Apply online at www.8451.com/careers- fill out our online application and submit an up-to-date resume – Our application window will be open from **September 1st-October 31st**. If we are holding campus interviews at your school, please also drop your resume on the University Career Link and follow the deadlines set by your University.

02/ FIRST ROUND INTERVIEW

Let's get to know each other, over the phone or on campus.

03/ FINAL ROUND INTERVIEW

At the Cincinnati 84.51° office. We invite you to our Cincinnati office for a half day of interviews and dinner the evening before.

04/ OFFER

Inviting you to join the team is our favorite step in the process!