



CONSULTANTS FOR
Impact

2025
Where Talent
Meets Purpose



Letter from the CEO

2025 was a hard year to be a person who cares about the world and our future.

Democratic institutions under strain. Global health funding frozen. Frontier AI arriving faster than our institutions could adapt, and the gap is starting to show. For many of us in consulting, government, and tech, this led to personal layoffs, uncertainty about the future, and a renewed urgency about what to do next.

People kept asking me: "How is Consultants for Impact faring?"

My honest answer: **2025 was our most demanding year...and our most affirming.**

This was the year we took what worked and shared it widely. After years of trying to figure out how to best support ambitious, values-driven 'insecure overachievers' (a group I proudly count myself among), we felt ready to open the doors. **We spoke with over 540 consultants, providing personalized career advice and introductions, nearly doubling our support from 2024.** Many of you moved from quietly reading newsletters and laughing at consulting memes to booking Career Conversations, applying to roles, and taking real professional leaps.

The results: **57 advisees completed high-leverage career transitions**, the largest annual number to date. Our members became executives at Mercy for Animals, researchers at RAND, policymakers at the UK's AI Security Institute, and leaders at the Gates Foundation.

And we're just getting started. **In 2026, we're investing to support thousands more consultants, because there is more important work to do than ever, and we know just the people for the jobs.**

To everyone who trusted us with something as precious as your career: **thank you.** We're honored as ever to be in your corner.

Sarah Pomeranz

Founder & CEO, Consultants for Impact

Sarah Pomeranz



Who We Are

In 2019, a small group of BCG and McKinsey consultants began asking themselves: *what if we applied our strategic skills to the world's hardest social problems?*

That question became Consultants for Impact, a nonprofit with the mission of helping consultants move into roles that shape global challenges, such as eradicating diseases, eliminating extreme poverty, preventing catastrophic risk, and more.

The transition isn't easy. Traditional consultant careers are built around status. Financial and social pressures are real. The way forward is rarely obvious.

Nevertheless, the path to impact does exist. We built Consultants for Impact so you don't have to walk it alone.



We're a team of former consultants who figured out how to navigate the barriers to landing high-impact jobs - and spent years building the resources, community, and connections to make it easier for everyone who comes after.



How We Create Change

The programs that make it happen



Career Conversations

One-on-one guidance from former consultants who've made the leap. We help you clarify your path, whether you're ready to move or just starting to explore.



Talent Matching

We make warm introductions to hiring managers and organizations looking for consulting talent.

Our network becomes yours.



Workplace Groups

Impact-driven communities inside McKinsey, BCG, Bain, Accenture, and 10+ more firms. Find the colleagues who share your values.



Career Resources

Strategic tools for your career transition, including our Job Blast, curating the top 10 high-impact opportunities for consultants every two weeks.



Network Directory

A searchable global directory of impact-driven consultants.

Connect with people who have taken the path you're considering.



Career Transitions in Action

Humanity's toughest problems need talented people working on them. Most consultants never get the chance to spend their careers doing just that. Not because they don't care, but often because they simply don't know where to plug in.

Meet three Consultants for Impact members who found their path to impact.



Niklas Piringer
Ex-McKinsey, EU AI Office

Niklas spent years upskilling at McKinsey before pivoting into policy through a Harvard degree in development economics and public policy. In 2025, he went on to regulate artificial intelligence at the [EU AI Office](#) and then lead a project in Senegal to provide aid recipients with a greater voice.



Lane McAree
Ex-Accenture, SecureBio

Lane spent the first half of her leave of absence from Accenture supporting the [Lead Exposure Elimination Project](#), focusing on scaling, before finding her current job at [SecureBio](#), where she works full-time to prevent the next pandemic.



Deep Dhillon
Ex-BCG, Mercy for Animals

After leaving consulting, Deep spent a year in serious reflection, networking, and idea testing. He's now the Managing Director at [Mercy For Animals](#), leading one of the most influential organizations in animal advocacy and serving on the boards of several others.

These are just **3**
moves out of **121**

57 of these bold career pivots
happened in **2025** alone.

Behind every career move are touchpoints that helped make it possible. **Career Conversations** that sparked clarity. **Talent referrals** that connected the right person with the right role. **Network introductions** that brought people together, because sometimes the most powerful catalyst is realizing you're not alone.



Don't Just Take Our Word For It

Hear directly from consultants who landed full-time roles with our support



ML ALIGNMENT & THEORY SCHOLARS (MATS)

James Chapman
Director of Operations

"Consultants for Impact's weekend retreat came at a critical time for me. I was very unsure how viable my career pivot would be. The people I met, both informally and through workshops, presentations, and a mastermind session, were great for boosting my energy, confidence, and helping me feel more positive about where I'd gotten, and where I might get to."



CENTRE FOR THE GOVERNANCE OF AI

Verena Heusser
Research Management Associate

"Consultants for Impact significantly boosted my confidence in myself and my trust in my own skillset and perspective. I became more aware of and confident in my unique selling point and skills. Speaking with CFI reminded me how important it is to make time for career planning (especially in busy jobs) - it does not happen just by itself, and there'll always be other things that feel more urgent."



MALARIA CONSORTIUM

Okan Özbek
Organisational Impact Specialist

"I think without Consultants for Impact, my engagement with the high-impact ecosystem would have been limited to intellectual curiosity. However, through CFI, I started to build a network and refined my preferences for an impactful career, all of which increased my chances of finding such a role."



TAIMAKA

Annemiek Janssens
Operations Manager

"Consultants for Impact helped me make my career change faster and keep striving for an ambitious role suiting my capabilities instead of settling for less. You motivated me to pursue roles I would otherwise not have pursued."

What Hiring Managers have to say:

Coefficient Giving

Miriam Hinthorn

"Last year, CFI leads were several times more likely than the average applicant to advance to the mid-stages of our hiring rounds."

LE

EP

Tomos Davies

"I want to thank you for being a HUGE help to LEEP in 2025, it's been awesome to have your support, and you've helped us find several great people faster than we would have otherwise."



See These Transitions Come to Life

Watch Exit Interviews



In this short film series, former consultants share the pivotal moments that changed their careers



2025 Organizational Highlights

1

The Goal:
Reach 3,000
new consultants through
marketing and programming

The Results:



13,000+

**New newsletter
subscribers**



14,000+

New website visitors



7500+

**New followers across
LinkedIn, Instagram,
and Facebook**

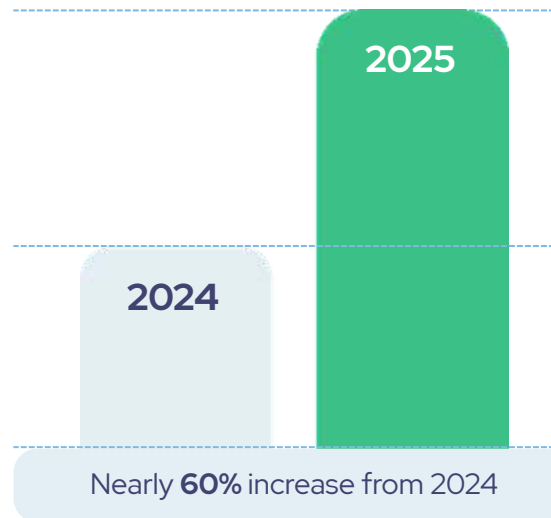
2

The Goal:
Support 35
or more career transitions
that amplify impact

The Results:

57

members transitioned
into full-time social
impact roles in 2025



3

The Goal:
Deliver
strong social return
on investment

The Results:



We assess our cost-effectiveness by comparing the value generated by the career transitions we support with our operating costs. Based on our internal estimates, we achieved a **6x multiplier**, meaning every dollar invested generated roughly **\$6** in impact.

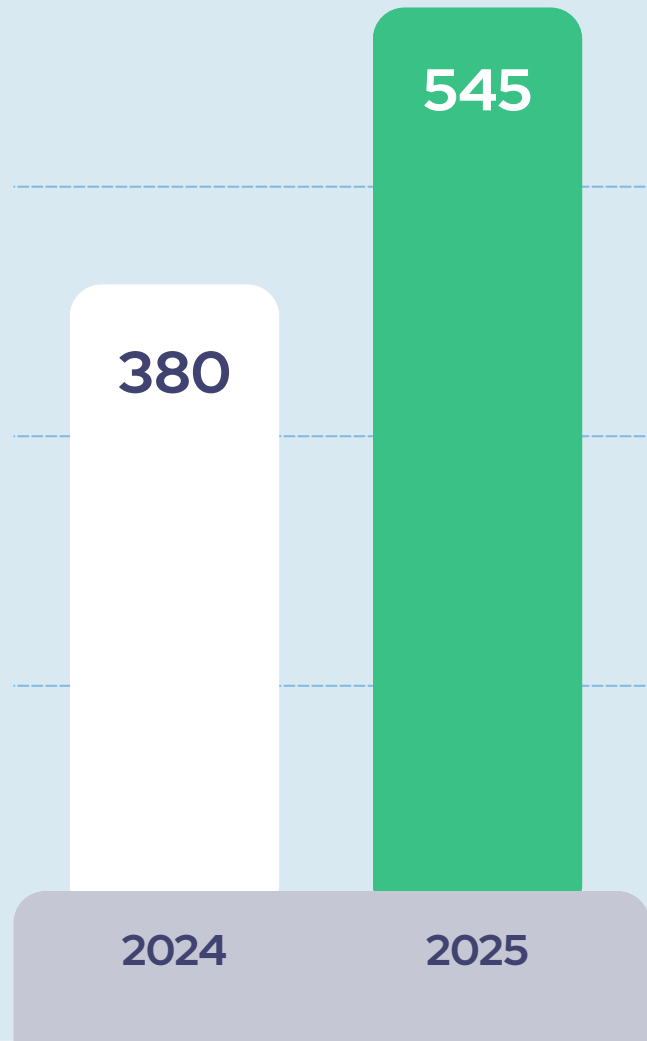
We **exceeded our 3x target** even as we significantly increased spending to build capacity and expand our reach.



2025 Program Highlights

Career Conversations

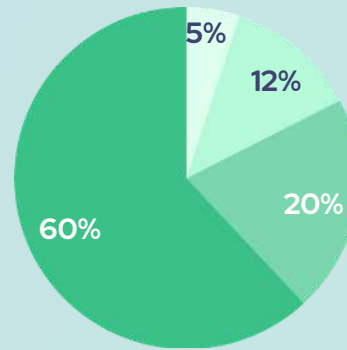
We hosted **545 Career Conversations** in 2025, up from 380 in 2024.



Talent Matching

We supported **167 key hiring rounds** for our **76 impact sector** partner organizations, sharing over **500 hand-matched** candidate referrals.

Hiring Rounds Supported by Cause Area



Catastrophic Risk Prevention

Global Health and Development

Impact Ecosystem-building Organizations

Animal Welfare

19 people found their next high-impact role through our referrals in 2025!

Workplace Groups

We facilitated **10 employee impact groups** at McKinsey, BCG, Bain, Accenture, and other top firms, spearheaded by **17 impact-driven** current strategy consultants who are changing the culture from within.

BAIN & COMPANY

accenture **BCG**

McKinsey & Company

These group leaders are not just exploring their own career paths; **they're creating impact now** by launching pro bono projects, running fundraisers, hosting firm events, mentoring peers, and bringing big ideas back from conferences.



Growing Our Team



We welcomed two exceptional additions to the team in 2025



Cindy Lin joined as Digital Marketing Specialist, coming from the alternative protein startup world. She's transforming how we tell our story and reach consultants where they are.



Joe Maddens joined as Managing Director, bringing 7 years of experience from McKinsey and founding his own impact consulting firm in Asia. He's helping us scale our programs and sharpen our strategy.



Together with Sarah, Emily, and Edmo, we're proud to have built a team that reflects **strong alignment, trust, and the kind of culture that retains top talent**, which is critical as we scale.



What We Learned

What exceeded expectations



Growth marketing paid off far more than anticipated

We didn't expect social media advertising to become our strongest recruitment channel, but it generated roughly **35% of all Career Conversation applications in 2025** (compared to just 3% in 2024). Even more surprising: our ads proved **30 times more cost-effective** than those for typical nonprofit campaigns.



Awareness snowballed faster than expected

Our newsletter subscribers grew by **12,000+ people**, website traffic jumped **724%**, and Career Conversation applications increased **128%**. We aimed to reach 3,000 consultants and ended up reaching at least **14,000 people globally**.



Demand for our network's talent skyrocketed

Hiring organizations reached out for talent referrals at a rate we hadn't seen before. We supported **167 high-impact hiring rounds in 2025**, a 44% increase over 2024. Among those, at least **19 of the people we referred were hired**, suggesting our candidate recommendations are improving.



Awareness-building hasn't compromised transitions

Given our focus on marketing, we anticipated fewer members to complete their career moves in 2025. Instead, we saw **57 people transition into high-impact roles**, our highest annual figure yet. This leads us to believe that we might be able to substantially expand our reach without sacrificing the quality of individual support.

What fell short

1 | Pitching media

We landed a few speaking gigs and publications, but they reached smaller audiences than expected and required a significant time investment. In 2026, we'll focus on opportunities that more efficiently drive impact.

2 | Tech infrastructure development

Overhauling our systems took much longer than planned. We underestimated their complexity, and the delays had real costs, slowing the team during a period of rapid growth. In 2026, we're aiming to build with more realistic timelines and better staging.

3 | Workplace groups

Our current model isn't well-suited to sustain busy consultant engagement at scale, and continuing without a better approach has high costs on team time. We plan to test lighter-touch formats in 2026.



2025 taught us 3 critical lessons that are shaping how we move forward



The opportunity is bigger than we thought

Layoffs at major consulting firms and rising demand from high-impact teams are converging. More consultants are looking for their next opportunity, and more organizations want them. **The window of opportunity to move great minds toward pressing problems is widening**, but only if we can meet the moment.



Our advice has to keep pace with a rapidly shifting market

The labor market is moving fast. As the landscape changes, so does what "high-impact, best-fit" actually means for any given consultant. Relying on partners' frameworks worked when we were small, but as we grow, **we need to develop our own research capacity** to ensure our guidance stays sharp and relevant.



Our current model wasn't built for this scale

Our lean, talented team is both our greatest asset and our greatest vulnerability. Reaching the full pool of consultants who could be doing high-impact work requires **building systems that go beyond** what our current capacity can sustain alone.



Looking Ahead: Our 2026 Goals

By the end of 2026, we aim to have built an organization capable of moving thousands of consultants each year toward the world's most important work.

1 Refine our career advice for consultants

After three years of using our partner organizations' research alone to connect consultants with meaningful opportunities, **we're excited and ready to develop more consultant-specific insights.**

We're building the research capacity to analyze career transition outcomes, evaluate neglected and large-scale problem areas, and provide consultants the information they need to make confident choices about where their skills can do the most good.

2 Scale up our programming

The consulting industry is changing faster than most firms will admit. AI, automation, and shifting business needs are already pushing some consultants toward transitions they didn't plan for, even as new opportunities open up for their skills. We want to be ready.

In 2026, we're running two tracks in parallel: refining the programs our members rely on and **piloting new approaches** to reach significantly more people. The goal is to **support thousands of consultants annually while maintaining the personalized guidance** that sets our programming apart.

3 Invest in organizational capacity



As we invest in research and pilot new programs, we're also **strengthening our foundation.** This means bringing on new talent, upgrading our systems, and developing our team, ensuring we have the infrastructure to support consultants effectively today and scale our impact in the years ahead.





Thank You

To everyone who made 2025 possible: our community of consultants who trusted us with key career decisions, our partners who opened doors, our funders who invested in this vision, and our advisors who have been a constant source of guidance.

Thank you for believing in this mission and for building this movement alongside us!

Support Our Work

Donate

Join the Network

Connect With Us

hello@consultantsforimpact.org

