



cFactual Fellowship Overview

High-level information doc. If you are keen to learn more, know somebody or are interested in applying, please contact hiring@cfactual.com

Become a cFactual fellow and work with people from BCG, McKinsey, Rethink Priorities among others to make some of the world's highest impact nonprofits even better. If you're ambitious, impact-driven, and excel at problem-solving, you could be an ideal candidate for cFactual's highly selective in-depth Fellowship. This 3-6 month program targets unusually talented individuals who want to upskill in effective altruism, strategy and management as well as transition into higher-impact roles.

For all people who don't work in highly impactful jobs, we laid out [here](#) our generic reasoning why we think it might be impactful to take a break from your non-EA job.

About cFactual

cFactual is a nonprofit that partners with some of the world's most impactful organizations and individuals to help them operate more effectively, navigate critical junctures, and build philanthropic infrastructure. Our team combines strategic expertise with a deep commitment to truth-seeking and a key focus on maximizing impact. You can find an update on our latest activities here. See [here](#) for more info about our work.

About the fellowship

Your time will be roughly structured in three buckets (what exactly is most useful will be discussed before the fellowship):

- 70-90% of time on client projects and important internal cFactual projects allow you to upskill and test your fit
- 5-15% on direct upskilling in Effective Altruism, consulting and management as well as strategy and leadership skills (e.g., mentorship from experienced EA leaders, case studies on successful EA initiatives, participating in strategic planning sessions).
- 5-15% of the time is reserved for personal career reflection and planning (e.g., one-on-one coaching sessions, goal-setting exercises, exploring career paths within the EA community).

We are excited to be partnering with [Consultants for Impact](#) (formerly the Effective Altruism Consulting Network (EACN)) to benefit from their years of experience in enabling consultants to do more good and extensive network of consultants and hiring managers. We expect that most fellows will have a hybrid format combining remote work with co-location periods in EA hubs.

You'll be a great fit for this role if you ...

- Demonstrate success in operational roles, including project implementation/scaling.
- Have at least 1 year of experience at a leading organization of its field.
- Have solid experience in roles requiring critical thinking and strategic skills.
- Have a strong interest in expanding your skill set and a commitment to continuous learning and self-improvement.
- Excellent networking and collaboration skills, especially in high-caliber environments.
- Innovative and analytical problem-solving abilities.
- Proficiency in communicating complex ideas to diverse audiences.
- Have epistemic humility and the ability to reason deeply, independently, and transparently (e.g., you're able to think quantitatively about uncertainty, quickly find arguments for and against complex issues and skeptically evaluate claims). On the margin, we care more about getting things right than moving fast
- Excel both in terms of macro-level ability to think strategically about priorities and micro-level ability to be proactive, diligent, solutions-focused, and detail-oriented
- Have a strong work ethic, and adept at working independently
- Communicate in a clear, information-dense and [calibrated](#) way, with good [reasoning transparency](#), both in writing and in person (e.g., you feel comfortable with disagreeing with others, ask if something is not clear and are willing to have honest, direct and truth-seeking discussions)
- Are direct and open in giving and receiving feedback
- Are growth-oriented and able to focus on the most impactful course of action
- Are excited about impact maximization

Benefits to you

- Engage in direct, impactful work with organizations focused on positive impact, for example, in 2023 we worked with organizations such as 80,000hours, the Centre for Effective Altruism, Open Philanthropy, the Center for Governance of AI and a new family foundation
- Gain access to a professional network in high-caliber circles, including academic and consulting domains, for example, executive teams of some of the previously mentioned orgs or domain experts for AI
- Receive personalized mentorship and guidance for professional growth, receiving operational support with a dedicated project manager/operations personnel.
- Be exposed to diverse methodologies and perspectives in strategy and management.
- Work in a supportive environment fostering innovation and collaboration.
- Explore various roles within cFactual, its clients, or other organizations, with potential long-term career opportunities.

Compensation and logistics

The fellowship does not come with any costs for you but is partly funded by Open Philanthropy and ourselves. Fellows will receive compensation, which is calculated based on the time they spend on value-adding work for cFactual, their seniority, location, and experience. We expect this range for most people to be between 2,000-6,000 USD/month¹. Each fellow will also have access to a \$1,000 budget for learning and development, including external coaching, training, and other resources, customized to their individual career goals. Additionally, there are opportunities for co-location with teams on specific projects, which may involve travel and accommodation arrangements.

Application process

We are not currently accepting applications for the fellowship program, though you're welcome to reach out to hiring@cfactual.com with your CV/resume and a brief introduction as we're always excited to connect with impact-driven individuals.

Fellow credentials

“Jona always impressed me with his clear vision of how to explore the highest impact opportunities for CEA's strategy regarding workplace/professional groups. I think he did a great job unlocking his team's maximal value as an ambitious and output-driven leader. Also, he created a very fruitful and fun team atmosphere while providing a fantastic learning experience.”

— Anneke Pogarell, cFactual contractor/fellow, received an offer to join CEA

“I genuinely enjoyed working with the cFactual team and their amazing clients so much, but if I had to pin it down to three reasons, they would be (i) the team and the clients, being such a lovely and unique mix of smart, impact-driven but also fun people, (ii) learning opportunities, both in terms of how to work, but also and personally figuring out what kind of work I enjoy, and (iii) the variety of topics one can work on, from defining an org strategy to working on talent pipelines. I especially appreciated, that the cFactual crew was always on the look-out for ways to help me with my career, ensuring that I worked on topics that aided in my development and that I used my time as effectively as possible.”

— Lisa Soder, cFactual contractor/fellow, continued to do a GovAI fellowship

“My cFactual experience has been great — I love working with an extremely high caliber team, and getting to directly see how we can help people working on incredibly important projects think about their challenges critically, and then tackle those challenges directly. I personally have learned a ton about how to work in a client-facing environment for the first time, presenting my work for external audiences instead of internal ones. And, I've found it rewarding to get to see the many different kinds of projects pursued by cFactual's clients.

— Abraham Rowe, cFactual fellow

¹ Please note that the salary for you might differ and that we don't think that financial incentives should be the main consideration to do the fellowship but rather the opportunity to deeply engage with having a more meaningful career. We might pay higher rates for very senior people in expensive work locations.

“The cFactual fellowship gave me an excellent opportunity to explore different career paths while leveraging my existing skills to work on impactful projects. I felt quite uncertain about exactly what I wanted to do but Jona was very supportive of me testing out different project types and cause areas so I could identify what worked for me and where I could have the most impact. I’ve also really loved working with such sharp people that have such a keen eye for maximizing their impact!”

— Jackson Gardner, cFactual fellow

Client credentials

“ I think it's rare to find people as ruthlessly focused on impact as Jona, and I'm grateful for his ability and willingness to keep his eye on what matters most and work for the greater good, even when it may not be easy.”

— Zach Robinson, CEO Centre for Effective Altruism

“cFactual gave good advice on what's feasible and how an impactful project on that topic could look like. More broadly, I'm very excited about the prospect of bringing the consulting model to EA without all the fluff and grandstanding I associate with for-profit management consultancies. Especially if cFactual can competently contribute to areas many EA orgs are struggling with (like performance evaluation), I think this project could be very valuable.”

— Georg Arndt, Director Centre of Governance of AI