

ScottMadden Management Consultants

2024 TOP 50 CONSULTING FIRM



NORTH AMERICA CONSULTING

DIVERSITY

- #3 Diversity for Military Veterans
- #13 Overall Diversity
- #17 Diversity for Individuals with Disabilities
- #17 Racial & Ethnic Diversity
- #23 Diversity for Women

#6 FIRM LEADERSHIP

#7 BEST BOUTIQUE CONSULTING FIRM

#3 DIVERSITY FOR MILITARY VETERANS

QUALITY OF LIFE

- #10 Hours in the Office
- #10 Satisfaction
- #11 Firm Culture
- #11 Internal Mobility
- #11 Relationships with Supervisors
- #11 Work/Life Balance
- #15 Health & Wellness

#19 Benefits

- #19 Compensation
- #20 Interaction with Clients
- #20 Promotion Policies
- #23 Overall Business Outlook
- #25 Informal Training & Mentoring

PRESTIGE

- #26 Overall Prestige

ABOUT THE FIRM

ScottMadden is a generalist boutique firm with deep expertise in the Energy and Corporate & Shared Services sectors. The result is a combination of strategic focus and a diversified approach to consulting across a range of capabilities and services—perfect for jobseekers searching for the unique benefits of working at a smaller firm while still leveraging a wide array of skillsets and experiences. If the prospect of working ‘on the ground’ with your clients excites you, then ScottMadden might be a fit for you.

Putting the Scott in ScottMadden

The firm was founded in 1983 by utility industry executive Peter Scott, whose first client also happened to be the utility where he had previously worked. Since 2000, the firm has been led by current CEO and President Brad Kitchens, who has more than 30 years of experience in business and consulting. A former employee of Deloitte & Touche’s capital markets practice, Kitchens’ resume also includes several years in the oil and gas industry.

Over the course of the 21st century, ScottMadden has experienced significant growth; along with formalizing its practice structure for a clear business strategy, the firm has also expanded its rates and regulation practice with the acquisition of Sussex Economic Advisors, finalized in 2016. Starting in 2020, the firm began publishing an annual corporate responsibility report for stakeholders and the public, and the firm has expanded its D&I initiatives to include employee resource groups, wider-reaching recruiting efforts, and a Director of Corporate Responsibility.

VAULT’S VERDICT

A firm that has been growing intentionally despite the challenging macro environment, ScottMadden stands out for its strong commitment to its people and values, particularly evident in its support for diverse young professionals.

Insiders highlight the firm’s focus on work-life balance, with flexible policies accommodating personal commitments and a hybrid work model. However, as is the case in much of the industry, individual experiences may vary across specific projects and managers.

In terms of career growth, the firm offers close mentorship and high interaction with senior leaders, coupled with both formal training and hands-on learning opportunities. As such, the firm is a great choice for anyone seeking growth opportunities—both personal and at the firm level—in a growing mid-size outfit, particularly if you’re looking to specialize in energy and/or utilities.

FIRM INFO

CONTACT INFO

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LOCATIONS

Atlanta, GA (HQ)
Raleigh, NC • Framingham, MA

PRACTICE AREAS

Grid Edge • Transmission & Distribution • Generation • Natural Gas • Rates & Regulatory • Corporate Sustainability • Energy Corporate Services • Corporate & Shared Services • Finance & Accounting • Human Capital Management • Global Business Services • Information Technology • Supply Chain • Business Support Services

THE STATS

Employer Type: Private
President & CEO:

Brad Kitchens

2023 Employees: 101-500

EMPLOYMENT CONTACT

www.scottmadden.com/careers



OUR SURVEY SAYS

Firm Culture

- “Authentic culture—ScottMadden is a small mid-sized firm that has been growing in recent years but is very intentional about keeping its culture and values as they grow. I genuinely have enjoyed working with all of my project team members so far and everyone is so inclusive.”
- “Culture is strong, and employees have excellent relationships. Performance is highly valued and consultants have every opportunity to advance.”
- “Focus on steady and sustainable growth. Many other firms have clearly overgrown themselves at an unsustainable pace, evidenced by recent layoffs and delayed hirings. Our firm is dedicated to its members and does not want to be put in the position of having to break commitments to its people.”
- “ScottMadden is an amazing place and if you want to contribute, collaborate, are self-driven, and take personal accountability, it will be a great place for you.”

Quality of Life

- “My firm does an impressive job of always putting the client first in a way that never requires individuals to prioritize the client over their families or personal well-being. The firm has a close-knit, supportive, and highly skilled community where you can feel safe in asking for help while also being confident that the quality of work will be maintained should you need assistance.”
- “Overall, I believe ScottMadden values work/life balance. Many partners will work with you to ensure you are happy and not completely overworked. Teams are understanding and encouraging of you to take time off. I also think ScottMadden does a great job of planning fun activities for consultants and staff as well. Since COVID, we also haven’t been traveling every week (travel is more dependent now on specific project/client needs), which has increased my work/life balance, personally.”
- “We have fully adopted a hybrid work model. Unless there is a client expectation for you to be onsite, our leadership allows consultants to work in the location that best supports their productivity (office, home, remote location).”

Compensation

- “Compensation is heavily tied to utilization. Fortunately, the firm is very busy and staffs appropriately. The top performers are compensated very fairly as well.”
- “Positive - utilization and quarterly bonus payments. Generous bonuses. Equal pay across every level regardless of gender or time in role - keeps it fair. Very transparent levels and roles (6 levels from entry level through partner).”

Career Development

- “The best aspect of ScottMadden career development is the hands-on experience guided by a formal sponsorship model and partner mentorship. The worst aspect is that promotion timelines are usually a bit longer, since it is a flatter organization.”
- “Promotion processes are fair and transparent. The competencies and skills required to be promoted are clearly stated, and it seems

the firm will promote once these competencies are met. There is also plenty of opportunity to be as involved as you’d like in high-visibility firm initiatives from day one. The environment is very collaborative and most people in the firm want to see you succeed and will help you get there. Partners are accessible and willing to spend time helping with career development at every level.”

Diversity, Equity & Inclusion

- “Awesome focus on hiring military veterans in addition to support for other groups.”
- “I have noticed a wide range of diversity while working at ScottMadden. It’s reflected in their recruiting efforts and continues in their use of employee resources groups such as the Women’s Employee Resource Group or the Veteran’s Employee Resource Group.”
- “We have a DE&I committee. Women are treated and paid the same. Also, LGBTQ employees bring their partners to firm events, and that is the most normal thing to do. We can be open towards our clients as well, no restrictions the company is putting on us.”

Business Outlook

- “Extremely well positioned and stable due to conservative growth and utility consulting remaining strong. Much better positioned than many major consulting firms that are experiencing layoffs, delayed new hires, and consultants without billable work.”
- “The best part is that our firm has always been very intentional with our growth strategy. We keep in mind culture and employee morale as we grow. We grow at a steady impressive rate that is sustainable which is much appreciated. We do not have a culture of hiring a large volume of consultants at an unsustainable rate. Our growth is very targeted.”
- “We are a consulting company and are dependent upon the economy. However, we are diversified in where we consult so that we have the ability to ride the waves of the economy better than some others that only consult in a set industry or area.”

Hiring Process & Interview Questions

- “Fair process outlined by multiple interviews evaluating different qualities. The ideal candidate is one that has knowledge of the firm and the work that is performed and wishes to be part of the firm and its culture.”
- “The firm is very responsive and direct in the interview and callback process which is different from other (particularly larger) firms that take much longer or never respond. The ideal candidate demonstrates strong interpersonal and presentation skills (both verbally and written), the ability to talk through problems and proactively address questions, and a strong desire to receive feedback that will lead to quick improvement.”
- “We want people who are passionate about problems and lead with that in their everyday work. Be smart. Be focused. Be willing to get the job done right.”
- “Behavioral interview for analysts and MBAs plus a presentation for MBAs. Experienced hires also perform a case requiring about ~8 hours analytical work and a presentation of results.”