



## 2025-26 Collegiate Development Consultant (CDC) FAQ

### What is a CDC?

Delta Gamma Collegiate Development Consultants (CDCs) are full-time, paid staff members with Executive Offices. They visit various college campuses throughout the school year or support one chapter as a new chapter consultant. Their duties include officer education, leadership development, chapter operations, recruitment support and new chapter development.

### Application Timeline

- **November 1:** Applications Open
- **January 3:** Application Deadline
- **January 6-8:** Application Review
- **January 9:** Notice of First Round Interviews
- **January 13-17:** First Round Interviews (Virtual)
- **January 17:** Notice of Final Interviews
- **January 29-31:** Final Interviews in Denver, CO\*
- **February 15:** Notification of Role

*\*Travel and accommodations will be provided on behalf of the Fraternity.*

### How do I apply?

Head to [deltagamma.org/jobs](https://deltagamma.org/jobs). From there, you will see the CDC job posting. The application involves the uploading of a resume, two references and a few short answer questions.

### **I've submitted my application. What happens now?**

Once we receive your application, a committee comprised of staff members reviews all application materials. Based on their assessment, first-round interview offers will be extended to candidates, and then final round interviews will be extended to selected applicants.

### **How will I know if I receive an interview?**

If your candidacy is pursued, you will be contacted by a member of staff to let you know of the next steps in the interview process. All other applicants will be notified of their status by email. Notice of first-round interviews will be January 9.

### **What can I expect during interviews?**

First-round interviews will be held virtually over Zoom January 13-17. Final round interviews will be held January 29-31 in Denver, Colorado due to Executive Offices being under renovation. Because of the competitive nature of the application process and the high volume of interest, we ask that only serious candidates accept the privilege of an interview.

Interviews consist of individual and group components, so participation is expected for the entire duration of the interview period. You will interact with other CDC candidates and participate in activities that demonstrate your leadership, critical thinking, decision-making and interpersonal relations capacities.

### **When are CDC position offers extended?**

All finalists will be called on or before February 15 (we will notify you if there is a delay). Because of the unique nature of the position and the dynamics of the selection process, finalists should be prepared to respond to an offer at the time when one is extended.

### **What is the term of employment?**

All undergraduate coursework must be completed, and degrees must be conferred by July 1, 2025, so as not to interfere with full participation in employment obligations. CDCs are expected to attend all training in its entirety which begins mid-June until chapter visits begin early August.

The first semester support schedule extends from early August through mid-December (with breaks offered at various holidays) and travel resumes in early January. Second semester support ends at the end of April. CDCs receive 12 days off each term (excluding the week of Thanksgiving) to be scheduled at the discretion of the consultant.

### **What is the compensation for the CDC position?**

CDCs are full-time, exempt employees eligible for health insurance benefits (including optional medical, dental and vision plans). The salary for the duration of the CDC position is approximately \$43,000. The Fraternity loans each CDC a laptop with insurance and a wireless internet hotspot. All Fraternity business-related travel is funded by the Fraternity. The Fraternity reimburses incidental expenditures, such as work-related postage and one baggage fee per flight. Chapters cover meals and lodging for CDCs during in-person chapter visits and CDCs are allotted a meal budget and lodging when traveling or staying at new chapters.

### **What kind of travel should I anticipate?**

Travel schedules are established by staff, with input from Fraternity volunteers. CDCs can support/visit approximately 20-30 chapters each year. Travel is among the contiguous 48 states and Canada. Travel between most visits will be by coach-class air transportation. Some chapters are close enough that hosts drive the CDC to their next visit, or a rental car is reserved. Consultants assigned to a new chapter will primarily be at one location. CDCs may request scheduled breaks around important events (weddings, graduate school interviews, etc.) and the Fraternity will make an effort to accommodate needs, when possible.

### **Where do CDCs stay when they are visiting chapters?**

While at a chapter, CDCs will encounter a variety of lodging scenarios (private guest rooms, hotel rooms, sleeping in an officer or member room, etc.) and will eat meals with the chapter (campus dining facilities, house meal plans and restaurants). In most new chapter scenarios, the Fraternity will rent an apartment close to campus for the consultants assigned to that location.

### **How are schedules assigned?**

The assistant director for collegiate development is responsible for assigning schedules to each CDC. A CDC supports approximately 20-30 chapters each year and travel when possible is among the contiguous 48 states & Canada.

The exception for this scheduling practice is consultants who have been assigned to a new chapter for extended assistance.

All candidates interviewing for the Delta Gamma CDC position have the possibility to be assigned one of Delta Gamma's newest chapters. In this case, you could spend 80-90% of your CDC year working with a new chapter. If you are offered a consultant position, you must accept knowing you could be assigned to support established collegiate chapters, based at a new chapter or both, and this may change throughout the year (at the discretion of the assistant director for collegiate development).

### **What can I gain by becoming a CDC?**

CDCs gain a variety of skills when working in their roles. They learn how to work with groups and individuals, coach teams and leaders, analyze and assess environments and dynamics, communicate verbally and in written communication, and facilitate training workshops and presentations. They are professional, organized and detail-oriented leaders who have a deep passion for educating and supporting our collegiate members while furthering the Delta Gamma mission. The host of transferrable skills afforded to those serving the CDC capacity is expansive and can contribute to the future success of your career no matter the field.

### **How will this position impact future employability?**

Your best resource is the testimony of former consultants. Former CDCs consistently report that this position was the best career move they made! Former CDCs have gone on to law school, medical school and other graduate or professional programs. They have served in the Peace Corps and the Army Corps of Engineers. Former CDCs are entrepreneurs, public relations specialists, college faculty and administrators, journalists, teachers, businesswomen and non-profit administrators.

This position is not a detour or a "year off," but rather a professional endeavor that will be a steppingstone for whatever career path you choose. You will be challenged and grow immensely making you among the best-prepared leaders in your peer group, possessing an enviable cognitive and affective skill set. Your experiences "on the road" will make you adept in assessing subsequent opportunities and help you define your goals. Truly, it is a unique position that will benefit your personal and professional development.

*If you have additional questions, please contact:*

**[CDCApplications@deltagamma.org](mailto:CDCApplications@deltagamma.org)**