THREE RECRUITERS, ONE WORD

All three said strategy. The jobs had almost nothing else in common.

Choose by the part of a decision you want to be closest to. The title follows.

EXHIBIT 1 · OUR MAP, FROM PRACTITIONER JUDGMENT, NOT A SURVEY

Five strategy roles, by their distance from the decision

	Your relationship to the decision	What you are judged on
MANAGEMENT CONSULTING	Advise on it, across many companies	The quality and adoption of recommendations
IN-HOUSE CORPORATE STRATEGY	Frame it for one company and get it made	Decisions made, on time, that hold
CORPORATE DEVELOPMENT	Find, value and close the deal	Deals that pay off after closing
BIZOPS OR CHIEF OF STAFF	Make the plan happen, close to its owner	Problems fixed, numbers moved
GENERAL MANAGEMENT	Own it and live with it	The results of the unit

MANAGEMENT CONSULTING

Many companies, many questions. Distance from the result.

You advise on decisions; others make them and live with them. Going independent adds the choice of clients, and the selling.

THE CLOSEST BLS OCCUPATION: MANAGEMENT ANALYSTS

$101,860

median annual wage, May 2025. A reference point for the consulting end, not a salary guide for any title.

About 1.1 million
jobs, 2025

14%
self-employed

SOURCE U.S. Bureau of Labor Statistics, Occupational Outlook Handbook: Management Analysts

IN-HOUSE CORPORATE STRATEGY

You are paid for decisions other people make.

Frame the big choices for one company, then get executives who do not report to you to choose, on time.

CORPORATE DEVELOPMENT

A thesis written after the price only decorates the deal.

Corporate development finds, values and closes the deals. Strategy decides which bets to make.

BIZOPS OR CHIEF OF STAFF

Pick the executive. The role is shaped by that person.

Close to the leader who owns the numbers, with an agenda that often changes week to week.

GENERAL MANAGEMENT

Own the result, and live with it.

The direct path is a bigger operating job with a profit-and-loss line, not a staff role.

EXHIBIT 2 · UP THE IN-HOUSE LADDER

From strategy manager to CSO, the hard skill stays the same

	Strategy manager	Chief strategy officer
THE JOB	Frame the question, run the analysis, bring executives to a decision	Fill one gap the CEO cannot fill personally
AUTHORITY	The people who must agree rarely report to you	Borrowed from the CEO, and callable
BLS CATEGORY	None; closest is management analysts	None; grouped under top executives
THE HARD PART	**Getting executives to choose, on time**	**Getting peers to decide on time, and keeping the CEO's trust**

FREE ON STRATRIX

The Strategy Career Path Explorer

Three questions point you to a direction, with four steps to test it in the next few months.

stratrix.com/craft/strategy-career-path