

(Very) Quick guide to recruitment in Management & Strategy Consulting

Types of opportunities in Consulting

- **Insight Opportunities:** Short-term programs for early exposure to consulting.
- **Internships:** Typically for penultimate-year students, often leading to full-time offers.
- **Graduate Programs:** Structured programs for recent graduates.
- **Advanced Degree Roles:** Roles for candidates with PhDs or other advanced degrees.
- **Off-Cycle Roles:** Positions available outside the traditional recruitment timeline.
- **Experienced Roles:** Positions for candidates with 3+ years of prior industry experience.

Application Landscape

- **Competitive Nature:** High volume of applications with an approximately 7% success rate. There will be fewer roles available for graduates in the 2024 – 2025 application cycle.
- **Diversity Initiatives:** Firms are increasingly focusing on recruiting from underrepresented groups through targeted events and programs.

Recruitment Activities

- **Career Fairs:** University and industry-specific fairs.
- **Networking Events:** Opportunities to meet current employees and learn about firm culture.
- **Workshops:** Skills sessions and mock interviews.
- **Online Resources:** Access to practice tests and interview preparation materials.

5 Steps to the process

Step 1: Self-Reflection

- **Assess Your Motivation:** Consider your enthusiasm for the sector beyond salary perks.
- **Understand the Demands:** High pressure, long hours, and demanding targets.
- **Evaluate Fit:** Align your values, skills, and interests with the firm's culture and clients.

Step 2: Recruitment Timeline

- **Early Preparation:** Most roles open in Summer to Michaelmas Term.
- **Continuous Search:** Opportunities are year-round, with Lent Term for off-cycle roles.
- **Global Timing:** Check recruitment dates for international offices.
- **Networking:** Attend firm-hosted events and workshops, mostly in Michaelmas Term.

Step 3: Application Essentials

- **Tailored CV:** Prepare a detailed CV highlighting key achievements, focussing on impact.
- **Cover Letters:** Customise your cover letter for each application.
- **Application forms:** Use tailored statements about your skills and experiences to fit the role.
- **Online Tests:** Practice psychometric and technical assessments.
- **Interviews:** Practice case interviews, fit interviews and personal experience interviews.

Step 4: Interviews

- **Fit Interviews:** Demonstrate your cultural fit and collaborative skills.
- **Case Interviews:** Show your problem-solving and analytical thinking through real-life scenarios.

- **Video Interviews:** Practice recording responses to typical questions.

Step 5: Final Stages

- **Assessment Centres:** Engage in group tasks and social interactions to showcase fit.
- **In-Person Interviews:** Prepare to discuss your experiences in-depth and ask insightful questions.

Key Success Factors

- **Early Start:** Begin applications in the summer.
- **Focused Applications:** Quality over quantity; tailor each application.
- **Practice:** Regularly practice tests and interview techniques.
- **Stay Informed:** Keep up with firm news and industry trends.
- **Backup Plan:** Explore alternative sectors and roles.

Diversity & Inclusion

- **Targeted Events:** Engage with programs for underrepresented groups.
- **Support Networks:** Utilise mentoring and student societies for additional support.

Recruitment Timeline

Preparation Stage (June - August)

- **Research & Motivation:** Candidates should assess their motivation for entering the sector, considering factors like work pressure, alignment with personal values, and long-term career goals.
- **Drafting:** Candidates prepare and update their CVs, cover letters and applications.

Application Stage (September - December)

- **Event Participation:** Attend career fairs, workshops, and networking events.
- **Job Postings:** Firms post job openings for various roles including internships, graduate programs, and experienced hires.
- **Application Submission:** Submit applications early to avoid first-come, first-serve pitfalls.
- **Online Tests & Assessments:** Candidates complete online assessments, including verbal reasoning, numerical reasoning, situational judgment tests, games and technical tests for specialised roles.

Interview Stage (January - March)

- **Fit & Case Interviews:** Candidates undergo interviews to assess cultural fit and problem-solving abilities.
- **Video Interviews:** Some firms may use video platforms like Hirevue for preliminary interviews.
- **In-Person Interviews:** Final stages involve in-person interviews with senior consultants and/or hiring managers.
- **Assessment Centres:** Larger firms may conduct assessment centres to observe candidates in group tasks and individual presentations.

Selection & Offer Stage (April - May)

- **Final Decisions:** Hiring managers make final decisions; candidates receive offer letters.

Additional Resources

- **Firm Websites:** Research deadlines, values, thought-leadership publications and events.
- **Careers Service:** Access case and test preparation resources, appointments and job vacancies.