(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, focusing 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.