



Consulting Newsletter

October 2025

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Savitas has won an award! 'Best Management Consulting Learning Provider'.



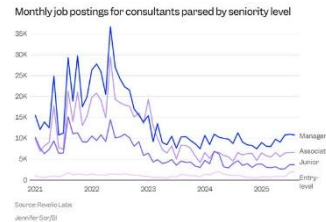
As a thank you to everyone who has supported me over the past 3 years, I am offering a 25% discount to all my newsletter subscribers for my recently launched 'Case Interview Bootcamp'. The discount will only last 7 days although you will have plenty of time to complete it after that. The bootcamp includes 3 hours of case structuring exercises, maths and chart drills, market estimation exercises and full BCG casebot and Bain-style cases to practice on, all with answers and explanations. Use this [link](#) to learn more and to access the discount.

I am really looking forward to meeting many of you in October. I have 17 events booked at 12 different business schools. Take a look at my list of events [here](#) and let me know if you would like me to support your students. I still have availability.

If you don't have an opportunity to attend one of my sessions, you can get some valuable insights from a '[Big4 & More](#)' podcast I recently gave, exploring how AI is impacting consulting roles and recruitment and how candidates can become one of the chosen few.

If you haven't subscribed to the newsletter yet, you can do so [here](#). You can also download past copies of the newsletter from the same page.

Industry News



[Business Insider](#) has released some really interesting data on consulting recruitment trends and highlights a shift which is likely to lead to fewer opportunities in consulting firms and challenges in climbing the career ladder.



[PwC](#) has cut 1500 staff in the Middle East following a year-long ban after Saudi clash. Headcount has reduced to 33,700 in the region, down from 36,000 last year. However, they have also [announced](#) investment in Saudi talent.



[Bain & Company](#) will be opening an office in Montreal in October. They already have 250 employees based in Toronto. This move could signal recruitment for French-speaking candidates with an interest in AI, tech, telecoms, private equity, aerospace and defence.



[EY Parthenon](#) has unveiled a neuro-symbolic AI tool to empower businesses to identify, predict and unlock revenue at scale. This could signal increased hiring in technology-focused consulting roles. The article explains how it works and gives some use-cases.



Lebanon's government has engaged [Roland Berger](#) to drive national artificial intelligence strategy. The aim is to advance national priorities, support SME growth and enable innovation. Could this lead to more [recruitment](#)?



The UK Management Consultancies Association ([MCA](#)) is celebrating accreditation of 2000 chartered management consultants (so far). The [competency framework](#) is a good source to understand expectations and development needs.

Events

- **Bain & Company** is hosting LOTS of [events](#) in October including a virtual 'How to Crack a Case' workshop from their London office on 3rd Oct (deadline 10am, 2nd October), and a follow-up webinar for London students on Oct 6th called 'Demystifying the Application Process'. They also have a webinar on Oct 6th called 'What to Expect When Recruiting at Bain' aimed at 2025 MBAs applying for summer associate roles, and the London office is inviting GCC nationals to the London office for an in-person event on Oct 6th. There are more events being held at the London office, more than I can list here. Take a look for yourself.
- **BCG** also has [events](#) planned in their London office including case practice on Oct 7 and 17th, a meet and greet event for students of African or Caribbean heritage on Oct 8th, an interview tips and tricks webinar on Oct 14th and 21st, a CV masterclass on Oct 16th, and a Pride event on Oct 16th. They have events run by other offices too.
- **EY Parthenon** has 3 virtual events and numerous on-campus events in October as they open up their early careers [recruitment](#) for 2026.
- **Deloitte UK** has several virtual recruitment [events](#) in October including Introductions to Deloitte, and Assessment Insights. They also have lots of on-campus recruitment events listed as well as on-demand content.
- **Management Consulted** is planning an online coaching [event](#) on October 6th and an MBA guide to consulting internships on 14th October.
- **McKinsey** has some interesting [events](#) this month, including a virtual event for international students in central Europe on Oct 18th (deadline Oct 8th), and an in-person event in the London office aimed at candidates who are interested in

working in one of their offices in Africa. Don't forget that they also have a series called 'McKinsey Unpacked' where they interview various members of the organisation. You can watch the playbacks [here](#).

- In Europe, **L.E.K Consulting** are hosting a virtual [event](#) called 'Sustainability at L.E.K' on 8th Oct and a case workshop for women at the Madrid office on 16th Oct.
 - **Roland Berger** is hosting [events](#) in Bucharest, Budapest, Vienna, Hamburg, Munich, and Leipzig in October.
 - **Simon Kucher** is holding [events](#) aimed at female candidates in October in their Amsterdam, Munich and Frankfurt offices.
 - **Strategy&** has a [networking event](#) at its Vienna office for female candidates on Oct 23rd.
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Recruitment and Internship Opportunities

- **Accenture Strategy/Consulting** has many vacancies globally which are starting to pick-up again now that the organisation change is happening. There are no strategy vacancies in [Austria](#) (down from 13 in June), 19 in [Canada](#) (down from 23), 18 in mainland [China](#) (down from 23), 14 in [France](#) (up from 6), 20 in [Germany](#) (down from 46 in June), 95 strategy roles in [India](#), 3 in [Ireland](#) (up from 1), 12 in [Italy](#) (down from 55 in June), 40 in [Spain](#) (up from 33), 2 in [Switzerland](#), 8 in [UK](#) and 15 in [USA](#) (no change).
- **Advancy** is still recruiting interns at their [Frankfurt](#) and [Paris](#) offices and [strategy consultants](#) at their [Frankfurt](#), [Paris](#), [New York](#), [Sydney](#) and [London](#) offices.
- **Alvarez & Marsal** has [1261 consulting vacancies](#) globally (down from 1301) with the majority in the USA. They include internships, analyst and associate roles in their [Kuala Lumpur office](#).
- **Arthur D. Little** has 35 [internship](#) vacancies at various offices (up from 17 in August). They also have 32 associate, analyst and consultant [roles](#) open globally.
- **Bain & Company** is advertising for [Associate Consultants](#), [Consultants](#) and [Internships](#) globally. They have various [internship programs](#) open for application ranging from less than a week to several months part-time. You can search for experienced hire roles [here](#).
- **Baringa** has 70 [open roles](#) with 26 in UK, 13 in Bulgaria, 9 in Australia, and 9 in Germany, plus other open roles in USA, Singapore, and Denmark.
- **BCG** has 354 open consulting roles (up from 324 in July) which you can search through [here](#). There are only 7 roles in UK, but there are plenty of open

roles in Germany (31), France (26), India (22), Austria (20), Japan (20), and Morocco (19). Register for updates [here](#) and take a look at their [virtual office and job simulations](#), designed for people considering a role there.

- **Capco** (a Wipro company) has [410](#) business consulting roles (up from 356 in August) including 12 in UK.
- **Elixirr** has [consultant](#) roles open in London, Cape Town, Los Angeles, Laguna Beach, Philadelphia, New York and Dallas.
- **EY Parthenon** has an interesting graduate consulting opportunity in [Dubai](#). They have also opened up their 2026 consulting [recruitment](#) for graduates and interns.
- **EY** has plenty of [experienced hire opportunities](#), mainly in India.
- **Heidrick & Struggles** has 24 roles available including various analyst, associate and consultant [opportunities](#) in USA, Brazil, Japan, Australia, France, India, UAE, Singapore and Colombia.
- **IBM Consulting** has [245](#) open strategy consulting roles (up from 216), mainly in India, USA, Japan and China. Most require experience although there are [associate consultant roles](#) open for 2026 onboarding in USA.
- **Kearney** has 13 [internships](#), (up from 12), and various [associate and analyst roles](#).
- **L.E.K.** has 15 open consulting roles in [Europe](#) (up from 11), including entry level and internship opportunities in Madrid, Wroclaw, Munich and Paris. They also have 3 open consulting roles in [USA](#).
- **McKinsey** is advertising globally for [analyst interns](#). They are also advertising for [associates](#), [associate interns](#), [business analysts](#), and [business analyst interns](#). In total, they are listing [229 consulting](#) jobs globally (down from 238 in July but up from 203 in February).
- **Newton** has opened up [applications](#) for their 2025/6 graduate and internship recruitment. They also have a [great brochure](#) describing what they do and how they do it.
- **OC&C** are looking for an [Associate Consultant](#) - Analytics (Experienced hire) and an [Associate Consultant](#) - Strategy in their London office (£52k/year). They are also [offering](#) internships in USA and associate consulting roles in Shanghai and USA.
- **Oliver Wyman** is [advertising](#) 142 consulting roles (up by 7) with most in USA (39), Germany (13), UK (10), Spain (10), Netherlands (8), and Japan (8).
- **PA Consulting** has [30 open roles](#) in the UK. Mainly in London but also in Manchester, Bristol and Belfast. They also have open roles in Norway, Denmark, Netherlands, USA, Ireland, and Sweden.

- **Proudfoot**, the operations management consultancy, has [vacancies](#) in Montreal, Calgary and Atlanta.
- **Roland Berger** has [78 experienced hire](#) opportunities (down 3), [22 consulting internship](#) opportunities (up 2), [4 MBA vacancies](#) in Germany, Bucharest and Tokyo, and [27 global vacancies](#) for graduates.
- **Simon Kucher** has opened up 9 new [consulting roles](#) this past month in Singapore, Germany, Switzerland, and Finland.
- **Strategy&** has internship and associate [opportunities](#) in the Amsterdam office (fluent Dutch required). They have various [opportunities](#) in Germany and Austria including 22 internships, an [internship](#) and various experienced [opportunities](#) in France. You can find opportunities in your chosen locality [here](#).
- **Teneo** has a management consulting role open in [Dubai](#) as well as a communications strategy consulting role in [Singapore](#) and an associate role in [London](#). There are also global opportunities you can find [here](#).
- **WSP** has opened its [2026 graduate program](#) for advisory services in the following offices; London, Birmingham and Manchester. Great team to work with. They also have a [consultant role](#) open in their technical due diligence team based out of London (link in the comments).

The Specialist vs the Generalist: Where Firms are Hiring in 2025

For years, aspiring consultants were told to be generalists first: join a top firm, work across industries, then specialise later. But in 2025, the picture is shifting. Firms like Bain are actively promoting experienced roles, while Alvarez & Marsal is clear that it wants experienced hires rather than graduates. So how should students and early professionals position themselves in a market that values both breadth and depth?

Why generalist skills still matter

As a student or recent graduate, your biggest asset is adaptability. Consulting firms continue to hire people who can crack tough problems, communicate clearly, and learn fast. If you're applying to strategy firms such as McKinsey, BCG or Bain, you'll still be expected to handle a wide range of cases, regardless of your background. That means mastering case interview basics, sharpening your quantitative skills, and demonstrating that you can thrive in ambiguous situations.

Where a specialism is becoming a differentiator

At the same time, clients are demanding more than smart generalists. Firms are looking for candidates with exposure to high-demand areas like digital, AI, sustainability, life sciences, or financial restructuring. For example, A&M's hiring focus on specialists who can step straight into turnaround projects shows that some firms don't want to train you from scratch - they want you to hit the ground running.

How you can balance both

Think of your career preparation as building a "T-shape." The horizontal bar is your generalist skillset: problem solving, structured thinking, communication, teamwork. The vertical bar is your "spike": a sector or functional area where you've gained early experience or have a clear passion. That spike might come from an internship in healthcare, a dissertation on ESG strategy, or even technical skills like data analytics or coding.

As you apply, be sure to:

- Signal your spike in your CV and cover letter (projects, coursework, internships). It makes you interesting and memorable.
- Stay flexible in interviews - show you can apply structured thinking across industries.
- Invest in experiences where you can develop skills and demonstrate achievement in areas and soft skills that are in demand. These don't lock you in, but they make you stand out.
- Use your network - talk to consultants in the areas you're interested in to learn how they positioned their expertise.

The bottom line

Don't fall into the trap of thinking you must choose between generalist or specialist. In today's market, the winning profile is a generalist with a spike: broad consulting foundations plus one or two areas where you can show genuine depth. That balance not only makes you more attractive to employers but also future-proofs your consulting career.

Get in Touch



[James Brown](#) is a certified coach, a practicing management consultant and a former Director at Accenture Strategy and Consulting. You can learn more about him, the workshops, webinars, courses, case competitions and coaching he offers on the Savitas website (link below).

[Savitas Website](#)