SAVITAS

Consulting Newsletter

August 2026

Industry News / Events / Opportunities / McKinsey Solve Screening Test

July and August are always quiet months. This gives plenty of time for you to prepare for case interviews and for me to update my workshops and create new tools to help aspiring consultants prepare for the autumn recruitment season.

Here's what's new:

- **Updated Consulting Starter Kit** - now including AI, consulting recruitment and application roadmaps.
- **Consulting Career Readiness Assessment** - discover what's holding you back from breaking into consulting.
- **Consulting Career Accelerator** - a proven end-to-end programme for experienced professionals pivoting into consulting.
- **Savitas Consulting Community** - connect with candidates, find case partners and join weekly live Q&A sessions.

The summer period also gives me an opportunity to catch up with careers teams and to plan autumn term events. October and November are filling up fast (see my events **here**), although I still have some availability so get in touch if you would like to arrange something.

So how is consulting recruitment looking this month? The long-term picture remains encouraging. While recruitment activity has fluctuated, the overall trend remains stronger than it was this time last year. Demand continues to be driven by AI and digital transformation, private equity value creation, healthcare and life sciences, operations, supply chain resilience, sustainability and defence.

The August Recruitment Index suggests that consulting recruitment has paused rather than weakened.

Given that July is traditionally one of the quietest months in the consulting recruitment calendar, this modest dip is entirely consistent with the seasonal slowdown rather than any weakening in the underlying market.

There are also plenty of reasons for optimism. Several consultancies, including BCG and Alvarez & Marsal, increased their advertised vacancies during the month, while recent announcements from firms such as McKinsey and Bain indicate that graduate recruitment remains robust despite the rapid adoption of AI. Rather than reducing hiring, firms are increasingly looking for candidates who can combine strong consulting skills with digital and AI capabilities.

The message remains simple: keep applying, but broaden your target list. This doesn't mean applying indiscriminately. Instead, consider specialist and boutique consultancies alongside the larger firms, particularly those aligned to your industry experience, functional expertise and long-term career aspirations.

Use this period to strengthen your CV, practise case interviews, build your network and prepare for the traditional increase in recruitment activity from late August through September.

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

Deloitte.

Deloitte UK has appointed its first Chief AI Officer, a "*new role that places AI strategy at the heart of the firm's leadership*". Hayley McKelvey joined the Deloitte UK Executive as part of several changes led by their new CEO, Darren Graves

McKinsey & Company

McKinsey's CFO, recently gave a podcast explaining that, while only 0.2/0.3% of applicants are hired, they are recruiting 25% more graduates. He believes that *"consultants will become more productive rather than less necessary"*.

accenture

Accenture is doubling down on AI having lost more than half its market value over concerns about AI commoditisation. They employ around 85,000 data and AI specialists. Rather than replacing consultants, leading AI developers are partnering with firms like Accenture to help clients implement AI across their businesses.

MCA

The UK Consulting sector increased exports by more than 9% last year. *"Graduate recruitment was up by 10% and apprentice hiring up 31%, while experienced hires account for 37% of new recruits."* 88% of firms are expecting to grow in 2026 and almost all firms anticipate growth the following year.

FIRMS TO WATCH

Based on project wins, awards, news coverage, office openings and partner appointments, these are five consultancies worth keeping an eye on over the coming months..
West Monroe (AI/Private Equity)
Develop Consulting (NHS win)
Baringa (expansion)
AlixPartners (restructuring)
Miebach Consulting (supply chain)

Consultancy.uk

Consultancy.uk has reported recent research highlighting the lack of specialist AI agent talent. While investments in AI technology have grown rapidly, the availability of skilled professionals to deliver such projects has grown at *"less than half the rate of demand"*. *"This could lead to major issues for employers"*.

Events

- **Accenture** UK does not appear to have any career events planned in August. Keep an eye on their website to see when new events are posted.
- **Bain & Company** is hosting several events in August. Here are a select few:
    - Various USA campus events.
    - Aug 3rd - Global MBA First Look at Bain Webinar.
    - Aug 14th - Tokyo office 'Be Bold' program for female candidates who can speak fluent Japanese. Don't overlook these opportunities if you aren't based in Tokyo, as several sessions are virtual.
    - Aug 14th - Hong Kong office summer reception (deadline Aug 9th).
    - Aug 20th (deadline Aug 19th) - Bain Breaks it Down: Our Approach to Social Impact - Virtual.
    - Aug 20th - Greater China Fall cycle Campus Talk - Virtual for current undergrads and master students (deadline Aug 18th).
    - Aug 20th - Stockholm office in-person event for UGs and Masters students. Deadline Aug 16th.
    - Aug 25th - Helsinki office exclusive dinner (deadline Aug 17th)

  Anyone wishing to sign up for their EMEA talent newsletter can do so here.
- **BCG** is hosting a couple of events in August:
    - Aug 28th and Sept 4th - BCG Singapore Open Day.
    - Sept 3rd - Copenhagen Visiting Associate evening (deadline Aug 23rd)
    - Sept to Dec 2026 - Female Mentoring Program. BCG Copenhagen. Deadline for applications is Aug 16th.
- **Deloitte UK** has finished their event program for 2025/26. I attended an online recruitment webinar in November and summarised it in a LinkedIn post. They still have lots of on-demand content.
- Neither **EY** nor **EY Parthenon** appear to have any events in August but they still have online content describing the work they do. EY do have a new virtual experience that you can look through.
- **Kearney** does not appear to have any recruitment events planned but they do have lots of content describing life at Kearney and the recruitment process.
- **L.E.K. Consulting** is hosting a life sciences consulting case workshop in the Munich office on Sept 11th (deadline Aug 31st). They don't have any events this month in Americas, APAC, Middle East or Australia.
- **Management Consulted** has no events planned so far in August.
- **McKinsey** has several events planned in August including:
    - A virtual session from McKinsey Japan for UGs and Masters students on Aug 19th (deadline Aug 16th).
    - A Future Talent Programme from Nov 12th to Feb 11th (deadline Aug 31st) for students based in Amsterdam.
    - Get to know McKinsey Mexico virtual session on Aug 6th (deadline Aug 5th).
    - Aug 13th - Helsinki Connect: Students Abroad Event (deadline Aug 2nd).
    - 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.
- **OC&C** isn't planning any recruitment events in August.
- **Oliver Wyman** does not have events planned in July although they do have an online job simulation to test your consulting skills. It takes 4-5 hours to complete and you get a certificate at the end. You can see when new events are posted here.
- **Roland Berger** is not hosting events in August although they do have a couple planned in Germany and Portugal in Sept.
- **Simon Kucher** is not planning any events in August. They will advertise future careers events here.
- **Strategy&** isn't holding any events this month. Keep an eye on all future events here. You can access your local Strategy& careers site here.

Recruitment and Internship Opportunities

- **Accenture** has 1 strategy vacancy in Austria (up from 0), 6 in Canada (up from 5), 1 in mainland China (down from 4), 7 in France (up from 6), 19 in Germany (up from 17), 83 strategy roles in India (down from 86), no strategy roles in Ireland (no change), 8 in Italy (down from 9), 12 in Spain (up from 7), 1 in Switzerland (no change), 20 strategy roles in the UK (no change) and 33 in the USA (up from 22).
- **Advancy** is hiring interns at their Frankfurt, Paris, Singapore, Sydney and Shanghai offices and strategy consultants at their Frankfurt, Paris, New York, Singapore, Shanghai, Sydney and London offices.
- **Alvarez & Marsal** has 1,467 consulting vacancies globally (up from 1,320) with the majority in the USA, Germany and India. In the UK, they have 33 roles.
- **Arthur D. Little** has 18 internship vacancies at various offices (down from 25). They also have 31 analyst and consultant roles open globally.
- **Bain & Company** is advertising for Internships, Associate Consultants, and Consultants 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 34 relevant open consulting roles across the UK, Spain, Bulgaria, Singapore, Australia, Germany, and USA.
- **BCG** has 385 open consulting roles (up from 361). 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 408 business consulting roles (up from 407) including 27 in the UK (up from 26).
- **Elixirr** has 43 roles open globally (up from 40).
- **EY Parthenon** 2026 consulting recruitment for graduates and interns is now closed - sorry. You can find experienced hire vacancies here.
- **EY** has plenty of experienced hire opportunities, mainly in India.
- **Heidrick & Struggles** has 23 roles available (up from 19), including various analyst, associate and consultant opportunities globally.
- **IBM Consulting** has 155 open consulting roles, including 22 internships.
- **Kearney** has 14 consulting internships, and 73 associate and analyst roles globally.
- **L.E.K.** has 1 open consulting role in Europe (no change), in the London office. They have 2 open consulting roles in the Americas, 3 roles in Australia and 2 consulting roles in Tokyo.
- **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 264 consulting jobs globally (up from 258).
- **Newton** is not hiring any relevant roles currently. You can see roles as they become available here. They also have a great brochure describing what they do and how they do it.
- **OC&C** is looking for an Associate Consultant/Consultant in their Shanghai office and for an Associate Consultant in their London office.
- **Oliver Wyman** is advertising 160 consulting roles (no change) with most in the USA, Germany, UK, Australia, India and Canada.
- **PA Consulting** has 67 open roles in the UK, mainly in London but also in Manchester, Bristol and Belfast. They also have open roles in Norway, Denmark, the Netherlands, the USA, and Sweden.
- **Partners in Performance** (part of Accenture) is looking for associates and senior associates in the UK and Australia. They are also looking for senior associates in South Africa and Canada. Apply here.
- **Proudfoot**, the operations management consultancy, has vacancies this month including an operations excellence role in North America.
- **PwC UK** currently has 53 consulting vacancies in UK although they are mainly senior roles (senior manager and above).
- **Roland Berger** has 89 experienced hire opportunities (no change), 15 consulting internship opportunities, 2 MBA vacancies in Bucharest and Tokyo, and 27 global vacancies for graduates.
- **Simon Kucher** has listed 21 consulting vacancies over the past month (down from 39) mainly in the USA and Germany.
- **Strategy&** has internship and associate opportunities in the Amsterdam office (fluent Dutch required). They have various opportunities in Germany and Austria including internships, and various experienced opportunities in France. You can find opportunities in your chosen locality here.
- **Teneo** has global opportunities you can find here.
- **WSP** has various consulting roles open globally.

Cracking the McKinsey Solve Screening Test

Formerly known as the McKinsey Problem Solving Game or the Imbellus assessment, Solve is McKinsey's gamified online screening test used globally, to assess candidates before first-round interviews. Unlike traditional numerical reasoning tests, it is designed to evaluate how you think, not just whether you arrive at the correct answer.

What does the screening test involve?
McKinsey evolves the assessment over time, so exact game formats can change. Historically, candidates encountered modules such as Ecosystem Building and Redrock Study, but more recent reports suggest newer simulations including Sea Wolf and Sustainable Future / Sustainable Future Lab.

1. Sea Wolf
This appears to be a scenario focused on decision-making, prioritisation, and navigating uncertainty in a dynamic environment. Candidates may need to assess changing variables, make trade-off decisions quickly, and adapt as new information emerges.

2. Sustainable Future / Sustainable Future Lab
This newer scenario appears to focus on strategic decision-making in a sustainability-themed environment. Candidates may be asked to evaluate competing priorities, allocate resources, and make commercially sensible decisions under constraints, very similar to real consulting work.

3. Data analysis / scenario-based business problem solving
McKinsey also uses modules that test data interpretation, logical reasoning, and evidence-based decision-making under time pressure.

The important point is this: McKinsey does not expect prior knowledge of the scenario itself. They are assessing how you think, not what you know about wolves, ecosystems, or sustainability.

What is McKinsey actually testing?

Although McKinsey describes Solve as a problem-solving assessment, the underlying skills are highly relevant to consulting work:

- Structured problem solving - Can you break a messy challenge into logical steps?
- Numerical reasoning - Are you comfortable interpreting data quickly and accurately?
- Systems thinking - Do you understand how moving one variable affects others?
- Decision-making under uncertainty - Can you make sound judgments without perfect information?
- Prioritisation - Do you focus on what matters most?
- Time management - Can you balance speed with quality?
- Behaviour under pressure - Do you remain calm, pragmatic, and methodical?

In many ways, Solve is an early proxy for real consulting work.

Top 5 preparation tips
1. Understand the format before test day. Unfamiliarity is part of the challenge. Reviewing McKinsey's official guidance and watching walkthroughs will reduce anxiety and prevent wasted time figuring out the interface.

Official McKinsey resources:
https://www.mckinsey.com/careers/interviewing
https://www.mckinsey.com/careers/mckinsey-digital-assessment

2. Practise consulting-style maths. Even though Solve is gamified, candidates still need confidence with ratios, percentages, estimation, and interpreting charts quickly.

Helpful free guides:
PrepLounge: https://www.preplounge.com/en/articles/mckinsey-solve-game
Management Consulted: https://managementconsulted.com/mckinsey-solve-game/
IGotAnOffer: https://igotanoffer.com/blogs/mckinsey-case-interview-blog/mckinsey-problem-solving-game

3. Build your strategic problem-solving skills through case interview practice. One of the best ways to prepare for McKinsey Solve is to practise thinking like a consultant.

Case interview preparation develops exactly the skills McKinsey is looking for: structured problem solving, hypothesis-led thinking, prioritisation, commercial judgement, and decision-making under pressure. Better still, if you pass Solve, those same skills will be essential in the case interviews that follow.

If you would like personalised coaching or realistic mock case interviews with detailed feedback, you can find out more here: www.savitas.co.uk/coaching

4. Master your time management and test execution. Many capable candidates fail McKinsey Solve not because they lack the ability, but because they run out of time. A few practical tactics can make a real difference:

- Use a mouse, not a trackpad - faster navigation matters.
- Take notes during the tutorial/instructions so you don't waste time later.
- Pause strategically if the platform allows breaks between sections rather than rushing while mentally fatigued.
- Avoid perfectionism. Good decisions made quickly beat perfect decisions made too slowly.
- Move on if stuck - getting trapped in one problem is fatal.
- Keep pen, paper, water and calculator (if permitted) ready
- Close all distractions including email, Slack and phone notifications

Strong candidates often underestimate how much execution discipline matters.

5. Simulate test conditions properly. This is not something to do casually on a laptop while checking messages.

Best practice:
- Quiet room
- Strong internet connection
- Laptop or desktop (not tablet)
- Fully charged device
- No interruptions
- Fresh brain
- Stable browser setup
- Complete the test when you are mentally sharp, not late at night after work

Final thought
McKinsey Solve can feel unusual, intimidating, and difficult to prepare for because it doesn't look like a traditional test. That is exactly the point.

McKinsey is not simply assessing whether you can solve a puzzle. It is assessing whether you think like a consultant: logically, calmly, strategically, and under pressure.

The good news? Those are skills that can absolutely be developed with focused preparation.

If you learn best by doing, there are also several unofficial simulation tools that aim to replicate elements of the Solve experience. These are not endorsed by McKinsey, (or me), but some candidates find them useful for building familiarity and confidence. Indicative pricing (subject to change) includes:
- Prepmatter (£179 but with 50% discount if you don't score in the top 25% in the actual McKinsey Solve test); and
- CaseBasix (They have a free basic version and a full simulation costing £89 - £99).

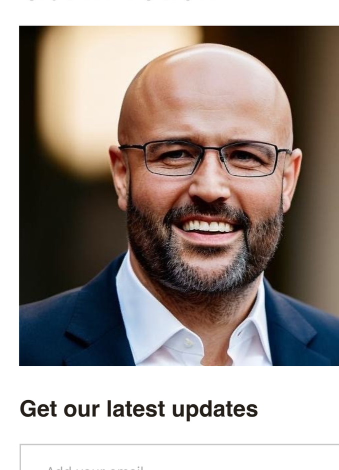
If you need help, register for one of my online courses, coaching, mock interviews or the complete end-to-end consulting career accelerator (buttons below).

Savitas Online Courses

Savitas Coaching & Interview Practice

Savitas Consulting Career Accelerator

Get in Touch



James Brown is a certified coach, a practising 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).

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