



Consulting Newsletter

November 2025

Industry News / Events / Opportunities / 'Struggling to get Interviews?'

It's been great meeting so many ambitious and aspiring consultants this past month. I enjoyed it so much, I have put together a little video diary showing my trip around the UK. Keep an eye on my [LinkedIn](#) posts to see for yourself.

The full podcast I did with [Big 4 & More](#) in September is now available to watch on [YouTube](#). Watch me talk about my journey into consulting, the current recruitment market, the impact of AI on consulting and my top tips to prepare for case interviews.

I have started offering 1-2-1 coaching and mock interviews through my [website](#)! If you are at university or business school, your careers team will be able to provide feedback and help build your application strategy. Some will also invite me to support you individually. However, if you don't have access to such support or you want expert advice from a practicing consultant and former recruiting manager, you can [book time](#) with me. Use code 'SAVITAS20' at the checkout to get a discount (offer ends 15th November).

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



[BCG](#) has expanded operations in Egypt. From a larger office in Cairo, they support government institutions on national priorities and emerging topics. They also support private sector companies with strategic transformation, operations, innovation, and growth. This could mean more vacancies.



[GateOne](#), a relatively new consultancy specialising in digital and business transformation consultancy, has launched a new office in Paris. They don't have any roles open in Europe just yet but the launch could signal more roles soon. You can register for updates via their website [here](#).



[EY](#) announced earlier this month that AI-related revenues are up 30% capitalising on the \$1Bn they invest in developing AI platforms. Overall, consulting revenues have increased although strategy consulting is still subdued mainly due to slower dealmaking activity.

BRIGHT NETWORK

[Bright Network](#) has listed lots of application deadlines for 2026 consulting graduate schemes. This is a super-useful resource to help you plan your applications. I count 66 graduate schemes listed including big names like A&M, Deloitte, EY, and Arthur D. Little.



[Bain & Company](#) has opened a new office in Montreal, Canada. The move reflects a growing desire for French-speaking support beyond the work that Bain already does from its Toronto office. There are reports that hiring has already begun.



[Accenture](#) is spending \$865m to reinvent itself including saying goodbye to those who don't have the right AI skills. 11,000 redundancies are expected although this is only around 1.5% of the global workforce. See the opportunities below.

Events

- It looks like **Bain & Company** is taking a break from the many events they hosted in October. However, they are [starting again](#) at the end of the month with a 'Bain Breaks it Down' virtual case event on October 28th, an EMEA 'Crack the Case' webinar on Oct 29th, and virtual coffee chats with consultants in the Middle East for MBA candidates in European business schools.
- There don't appear to be any **BCG** [events](#) planned in November although I suspect that they are updating their website. I will try again next month.
- **EY Parthenon** has 3 virtual events in November as they open up their early careers [recruitment](#) for 2026.
- **Deloitte UK** has finished their on-campus events now but they do still have [2 virtual events](#) covering their assessment process on 4th and 18th November. They also have lots of on-demand content.
- **Management Consulted** is planning a free online [BCG case interview](#) session on 5th November, and a virtual panel event for [consulting in education](#) on November 6th.

- **McKinsey** is running [4 virtual events](#) from 4th to 18th November aimed at students and recently graduated professionals in Europe who want to build skills for success such as CV-writing, solving cases and story-telling. Deadline for the full program is 2nd November. 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](#).
 - **L.E.K Consulting** doesn't appear to have any recruitment events planned in November.
 - **Oliver Wyman** has some recruitment events in [Germany](#) in November.
 - **Roland Berger** is hosting [events](#) in Belgium and Germany.
 - **Simon Kucher** is holding [events](#) aimed at female candidates in Bergen and Koln.
 - **Strategy&** is holding a [2-day career event](#) for tech-enthusiastic strategy talents in Germany on November 6th/7th and a [case workshop](#) in the Amsterdam office on November 26th.
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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 3 strategy vacancies (data science focussed) in [Austria](#) (up from 0 in Oct), 29 in [Canada](#) (up from 19), 16 in mainland [China](#) (down from 18), 19 in [France](#) (up from 14), 21 in [Germany](#) (up from 20), 98 strategy roles in [India](#) (up from 95), 3 in [Ireland](#) (no change), 16 in [Italy](#) (up from 15 in Oct), 38 in [Spain](#) (down from 40), 3 in [Switzerland](#), 5 in [UK](#) (down from 8) and 11 in [USA](#) (down from 15).
- **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 [1451 consulting vacancies](#) globally (up from 1261) with the majority in the USA.
- **Arthur D. Little** has 25 [internship](#) vacancies at various offices (down from 35). They also have 31 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 [20 open roles](#) in UK, 7 in USA, 5 in Australia, and 14 in Bulgaria. The numbers seem down compared to last month.
- **BCG** has 332 open consulting roles (down from 354 in Oct). 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 [487](#) business consulting roles (up from 410 in Oct) including 11 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 20 roles available including various analyst, associate and consultant [opportunities](#) in USA, Brazil, Japan, Australia, Singapore, Italy, Canada, UAE, and Colombia.
- **IBM Consulting** has [270](#) open strategy consulting roles (up from 245), mainly in India, USA, Japan and China. Most require experience although there are [associate consultant roles](#) open for 2026 onboarding in USA. 14 are internships and 23 are entry-level roles.
- **Kearney** has 13 [internships](#), and various [associate and analyst roles](#) in Chicago, London, Bangkok, Germany, APAC, Paris, Shanghai, Warsaw, Copenhagen, Jakarta, and Kuala Lumpur.
- **L.E.K.** has 6 open consulting roles in [Europe](#) (down from 15), including entry level and internship opportunities in Madrid, Wroclaw, and London. They also have 3 open consulting roles in [USA](#) an [associate](#) role in Shanghai, and an [internship](#) in Taipei.
- **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 [232 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** is looking for an [Associate Consultant](#) - Analytics (Experienced hire) and [various](#) internships, strategy and analytics roles in their London, Shanghai, and New York offices.
- **Oliver Wyman** is [advertising](#) 156 consulting roles (up by 14) with most in USA, Germany (13), UK, UAE, Spain, and Germany.
- **PA Consulting** has [31 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 a management consultant [vacancy](#) in Calgary.

- **Roland Berger** has [89 experienced hire](#) opportunities (up by 12), [21 consulting internship](#) opportunities (down 1), [3 MBA vacancies](#) in Germany, Bucharest and Tokyo, and [27 global vacancies](#) for graduates.
 - **Simon Kucher** has opened up 31 new [consulting roles](#) this past month in USA, Spain, Germany and Canada.
 - **Strategy&** has internship and associate [opportunities](#) in the Amsterdam office (fluent Dutch required). They have various [opportunities](#) in Germany and Austria including 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 associate and consultant roles 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.
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4 Reasons You Aren't Getting Interviews

You have strong academics and solid work experience. Maybe even a leadership position or two. Yet your consulting applications keep disappearing into a black hole. What's going wrong?

Here's what most candidates don't realise: in strategy and management consulting recruitment, "good enough" isn't good enough. With acceptance rates below 1% at top firms, your CV and cover letter aren't competing against average candidates - they're competing against exceptional ones. And if your application materials don't pass the 30-second screen-test, your profile never gets the chance to shine.

I've reviewed hundreds of CVs from talented candidates who weren't getting interviews. The problems are rarely about what they've achieved - it's how they're presenting it. Here are the most common gaps:

1. **Your impact is invisible.** Writing "Worked on a team project to improve customer satisfaction" tells recruiters nothing. Compare that to "Led 4-person team to redesign onboarding process, increasing customer retention by 23% and reducing support tickets by 180 per month." The second version quantifies impact and demonstrates the analytical, results-driven mindset consulting firms seek.
2. **Your story doesn't flow.** Consulting recruiters are looking for a coherent narrative: Why consulting? Why now? Why this firm? Why you? If your CV and cover letter read like a generic, AI-generated, random collection of experiences, you've lost them. Every bullet point should reinforce your "why consulting" story.
3. **You're applying everywhere with the same materials.** The candidates who land multiple offers don't just customise cover letters - they strategically target firms where their background creates natural advantages, then position themselves accordingly. A candidate with healthcare experience should emphasise different elements when applying to Bain versus Accenture, for example.

4. **You're ignoring the referral advantage.** Recent research showed that referred candidates are [7 times more likely](#) to get interviews than cold applicants. Yet most candidates either don't network or network ineffectively, failing to build meaningful connections and convert conversations into genuine advocacy. Even if you don't get a referral, your conversations will help you apply more effectively and enable a more authentic conversation during your fit interview.

The good news? These are all fixable problems. With the right guidance, your existing experiences can be reframed to position you as an ideal consulting candidate. If you are at university or business school, your careers team will be able to provide feedback and help build your application strategy. However, if you don't have access to such support or you want expert advice from an actual consultant and former recruiting manager, I am now offering 1-2-1 coaching and mock interviews. Book your session at www.savitas.co.uk/coaching. Use discount code 'SAVITAS20' at the checkout (offer ends 15th November).

[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](#)