

Aug 2023 Consultancy Newsletter

It's getting to the end of the academic year and if you haven't been searching actively for consultancy openings, you need to start **now**. As you probably know, I'm ex-Deloitte, an ex-consultancy recruiter and now guide to those who want to make a career for themselves in strategy and management consultancy. I do this partly to keep myself away from Netflix and the wine rack, but also to help others discover this fascinating and rewarding profession. I scour the internet and the professional press for information which may help you find consultancy jobs, some of which I cover below. Please feel free to circulate this newsletter.

570 green jobs - McKinsey's manicures - aviation and space consulting - Springbok into consulting - KPMG cuts - UK/US visa advice - Atos in the c-suite - top firm lists - 13% UK growth - start dates deferred - Kearney roles - consulting CV guide

McKinsey has announced the addition of an **ethics** role to its organisation in the wake of various scandals and controversies. The firm is hiring an "ethics allegations management specialist" on a salary of **\$235-314,000** <https://tinyurl.com/2tfafamp> to assess and handle matters that could potentially harm the firm's reputation.

Consultancy applications and interview tips

- Website MyConsultingOffer.org <https://tinyurl.com/bz8bsprh> has a 20-minute video which ranks the **top 10 consulting firms** based on their cultures. It explores firms which prioritise employee satisfaction, promote diversity and more.
- US website ManagementConsulted.com is offering a free **guide to CV writing**. <https://tinyurl.com/5d54tk3h> . Here are three of its tips:
 - Firms want a clean format without unusual fonts, graphics or colours.
 - Most CVs need only five sections – name and contact information, education, professional experience, leadership and personal achievements.
 - Content should highlight transferable skills and the impact of work in quantifiable terms.
- **"Case Interview 101: solve every consulting case fast"**. A how-to video from website MyConsultingOffer.org <https://tinyurl.com/bm577p4p>
- Industry researchers Source have a podcast on the importance of **sector specific knowledge** and expertise to consultancy clients. <https://tinyurl.com/242aua3x> , a factor which helps many boutique firms differentiate themselves from the big boys.
- **McKinsey or Bain?** Which firm is going to be better for you? My Consulting Offer tells you how to weigh up the options <https://tinyurl.com/yzvbb6dn> in a YouTube video.
- Most applicants from non-target schools for McKinsey are now being asked to play the online **McKinsey Solve Game** <https://tinyurl.com/ycbdmaby> It's designed to test your problem solving skills in a "fun and intuitive" way. MyConsultingOffer.org has a good explanation of the game and how to tackle it.

Soft side **private equity focused** consultancy **Humatica** is celebrating its 20th year in business. The Swiss firm has offices in **Zurich, London, Munich and Singapore**. Current recruitment requirements include **business analysts and interns in London and Munich** <https://tinyurl.com/yrn5vjs5> to help improve the organisational performance and management processes of PE-backed portfolio companies. Managing Partner Andros Payne is a USC graduate and Stanford MBA.

Meet the new boss

- Hervé Mazenod (Warwick) has been named as Regional Partner responsible for **GoBeyond's** business in Scandinavia and the British Isles. <https://tinyurl.com/yw2vj752> The firm is currently 200 strong and is embarking on a **major expansion programme**.
- Aviation consulting leaders **PA Consulting** has a new Head of Aviation, Kata Cserep (Cambridge). <https://tinyurl.com/23374m5p> There are **aviation consulting roles** on its careers site <https://tinyurl.com/y72w7fvc>
- US government and defence consultancy **Booz Allen Hamilton** has hired a senior NASA executive to lead its **new space practice**. <https://tinyurl.com/3xxc5z2e> See also **Deloitte's** journey to infinity...and beyond <https://www.donleslie.uk/management-consultancy-newsletter-april-2023>
- Bob Skinstad, a former captain (1997-2007) of South Africa's rugby team The Springboks, has joined **Elixirr** as a Partner in its **sports and media practice**. <https://tinyurl.com/3z68khmb> The mid-sized firm is currently billing £70m from eight offices in Croatia, South Africa, the UK and the US. Its careers page <https://tinyurl.com/mr43fhjh> is currently promoting **Summer Analyst roles in Dallas, London, New York and San Francisco**.
- **Alvarez & Marsal Saudi Arabia** has hired Robin Roy (Warwick and Middlesex) as Managing Director in its Disputes and Investigations consultancy team. <https://tinyurl.com/24zndjeu> . And the firm's **European Consumer and Retail** group is expanding with the addition of André Madeiros as a Managing Director to co-lead the practice. <https://tinyurl.com/5ae3chr2> . The firm has offices in 33 countries, from China to Colombia, Korea to Ukraine. There are **1696 consulting jobs** <https://tinyurl.com/yc44nfxw> listed on its careers portal.
- **Growth consultancy CIL** has made a number of appointments and promotions at its offices in **Chicago, London, Munich and Paris**. <https://tinyurl.com/48cf3wew> These include partner and director posts in commercial due diligence, advanced analytics and PE value creation.
- **Strategy and operations consultancy Kearney** has recruited Neil Griffiths as its new global diversity, equity and inclusion director <https://tinyurl.com/2vz3hkkg> Its careers pages list **144 jobs across three continents** <https://tinyurl.com/4pnmnrry> It is also rumoured to be opening up recruitment again for MBAs in September.
- French owned global IT consultancy **Atos** <https://tinyurl.com/52eut4r3> has launched Atos Technology Consulting, a new portfolio of advisory services "to help c-suite customers build a technology roadmap". It is providing the service in Belgium, France, Germany, The Netherlands and the UK, but will operate on a global scale. Head of Consulting is Aleksandra Tyszkiewicz.

ERM, a sustainability consultancy often mentioned in the newsletter (see <https://www.donleslie.uk/management-consultancy-newsletter-april-2023>), has released its latest sustainability report. The firm now employs over 8000 consultants in 150 offices spread across 40 countries <https://tinyurl.com/3hy3rmb2> and has **570 jobs** on its careers portal <https://tinyurl.com/4nekstef> addressing **environmental, health, safety, risk and social issues**.

Good News

- The **UK consulting industry** is expected to grow by **13%** in 2023, says the consultancy trade association the MCA. <https://tinyurl.com/5n6t48nh> This is an improvement on its earlier prediction of 12% (see <https://www.donleslie.uk/management-consultancy-newsletter-february-2023>).

- Gender Parity improving: the Management Consultancies Association of the UK estimates that **38% of consultants are female**, although only 28% are partners. <https://tinyurl.com/5n6t48nh>
- **McKinsey** has announced **Business Analyst** <https://tinyurl.com/c5vh5nxm> and Summer Business Analyst <https://tinyurl.com/4ht69d7a> roles in **over 100 offices** worldwide. The spec varies from office to office, but broadly speaking the roles are open to non-MBA students from both business and non-business degree courses.
- **Kearney** is expanding its **aviation practice** in the Americas, following the success of its European aviation business. Four senior aviation experts will join its transportation practice. Between them they hold a PhD from Warwick, and MBAs from INSEAD, Warwick, Wharton and Georgia Tech. <https://tinyurl.com/3rxht33n>. Its MBA recruitment process is explained here: <https://tinyurl.com/2p935jzt> and it offers a **case study** for prospective applicants to practice. <https://tinyurl.com/bvu46rfb>

Bad News

- Consultancy mentions in The Financial Times. Behind the FT's paywall you'll find stories about **PwC UK's** warning to staff to expect **smaller pay rises** and bonuses, and how **EY** is dealing with the collapse of its **consultancy demerger**. It also reports that work is drying up for **US consultancies in China** following national security raids (see <https://www.donleslie.uk/management-consultancy-newsletter-june-2023>) and that this has led to start dates for new hires at **McKinsey, Boston Consulting Group and Bain & Co** being deferred to 2025.
- **KPMG US** has announced a second round of **redundancies** – 2000. This follows 700 casualties in February 2023. <https://tinyurl.com/4jfp536w> The firm blames “economic headwinds and historically low attrition” for the 5% cull.

From the vaults....Back in 2014, **McKinsey** was offering **manicures and pedicures** to MBA students in an effort to attract them to recruitment events <https://tinyurl.com/2s3w3s75>. The offer was made to female students only....

Listicles

- Website The Consulting Report has compiled a list of the **top 25 Marketing and Sales Consultants** <https://tinyurl.com/4jkev4vk>, covering firms in North America, Europe and Asia.
- The Times newspaper celebrates the **Top 50 Employers for Gender Equality**. <https://tinyurl.com/ykkkpdh2> There are 18 professional services firms listed.

Freelance consultancy platform Malt, boosted by the acquisition of strategy and management consultancy rival Comatch last year <https://tinyurl.com/2rp7j3eu>, now represents half a million freelance consultants and operates from Amsterdam, Barcelona, Brussels, Madrid, Munich and Paris

Mergers and Acquisitions

- **Node4, a digital transformation consultancy**, has bought cybersecurity and cyber risk consultancy ThreeTwoFour. <https://tinyurl.com/2zcd45ar> 30 consultants move over to Node4. One of the directors is a UEA graduate.
- Private equity firm Allegra Funds is proposing to buy **PwC's public sector business in Australia** for \$1. <https://tinyurl.com/4cuuctjs>. Market intelligence researchers Source look at the implications of the deal and the drivers behind it <https://tinyurl.com/yck8meu2>

- **Lithuanian consultancy** PPMI is joining **Kantar Public**, in a move which will strengthen Kantar's service offering in central and eastern Europe to government and public bodies. <https://tinyurl.com/2mu6wx8b> Kantar has been growing rapidly through acquisition (see <https://www.donleslie.uk/management-consultancy-newsletter-march-2023>) and is currently looking for **16 new hires** <https://tinyurl.com/3tykk4rp> in Australia, China, Germany, New Zealand, Singapore, and the UK, plus an **intern in The Netherlands**.

Join the fun at the International Council of Management Consulting Institutes' 10th international CMC conference in Amman, Jordan in October 2023 <https://tinyurl.com/2p9ababk> . Enjoy the Annual Meeting, Conference, Gala Dinner, Tours...and nominate your delegate for the ISO 20700:2017 Self-Declaration Checklist training. Hmm...

Summer Successes: Birmingham MBA to PwC London, Carnegie Mellon MBA to McKinsey Pittsburgh, Edinburgh MBA to KPMG Hanoi, Liverpool Masters to Deloitte London, Milan Masters to BIP Rome, NTU MBA to KPMG Singapore, and WBS MBA to IBM London.

Thank you to readers who have shared their experiences (good and bad) of **online tests**, and to provide **salary information and interview tips**.

During July I gave advice about **careers in consultancy** to undergraduates and postgraduates graduating in summer/autumn 2023. I'll do my best to help you this month with your applications for consultancy or preparations for interview, free of charge. Contact me via don@donleslie.uk to set up a 15 minute call or Zoom.

Back copies of the newsletter can be found on LinkedIn <https://www.linkedin.com/in/donfleslie/detail/recent-activity/posts/> and on my website <https://www.donleslie.uk/newsletter/>

The next edition will be published at the beginning of September.

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