

# SAVITAS

## Consulting Newsletter

February 2026

### Industry News / Events / Opportunities / 'AI and the Future of Recruitment'

Welcome to February - the end of winter (in the Northern Hemisphere) and the month of Valentine's Day. To show my "love", I'm offering a 20% discount on my online courses and coaching throughout February. Click the button below to learn more and use 'VALENTINE20' at checkout.

January turned out to be busier than expected with workshops at EADA Barcelona, Warwick Business School, HEC Paris, Birmingham Business School and lots of coaching and interview practice at Cambridge Judge Business School. I am embarking on some new consulting work in February although I still have availability if your students need help with preparing for consulting projects, learning core consulting skills or practicing for interviews. Get in touch.

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.

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[Online Courses](#)

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[Coaching & Interview Practice](#)

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## Industry News

### McKinsey & Company

[McKinsey](#) is trialling an AI chatbot assessment as part of its recruitment process. The pilot is currently limited to US offices and involves the use of Lilli, McKinsey's in-house AI tool, as part of a case interview. I have written an article on the future of recruitment at the end of this newsletter.



[Bain](#)'s new UK managing partner has ruled out wide-scale layoffs, despite growing pressure to cut costs through AI. This reinforces the advice I give candidates to research niche consultancies as part of their career planning. [Growth](#) in India, SE Asia and Middle East is also expected.

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The [Management Consultancies Association](#) is forecasting 5.7% growth in 2026 and 7.4% growth in 2027 despite uncertainty in the UK economy. 78% of consultants surveyed identify digital services and AI as driving growth. 50% predict growth in sustainability services (reduced from last year).

## Deloitte.

[Deloitte](#) is changing job titles for thousands of roles in USA. It is unclear whether this practice will be rolled out elsewhere. The aim is to modernise the current "outdated talent architecture". Consultants will have more specific job families added to their title (eg Senior Consultant, Functional Transformation).



[Consultancy.uk](#) reports a 'flat 2025' but highlights that many small/medium consultancies are booming. This reinforces the advice I give for candidates to research niche consultancies as part of their application planning. The article also highlights how organisational change is limiting AI benefits, with 95% of pilots reportedly failing.



[Management Consulted's](#) 2026 salary report finds that starting consultant pay – both undergrad and graduate – stayed flat versus 2025, a rare trend in recent years. Top firms (MBB, Big 4, boutiques) still offer competitive packages, with bonuses and lifestyle perks helping bridge compensation gaps. Hiring is expected to rise modestly.

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### Events

- **Accenture** UK doesn't appear to have any career events planned in February. Keep an eye on their [website](#) to see when new events are posted.
- **Bain & Company** is hosting several [events](#) in February with a select few listed here. February 9th: Nordic Case Webinar (deadline Feb 8th), February 10th: Bain Australia, Life of an Associate Webinar, February 10th: Careers at the Intersection of Technology and Consulting (EMEA webinar), February 11th: Careers at the Intersection of Technology and Consulting (APAC webinar), February 11th: 2026 Bridge to EMEA (MBA): Meet our EMEA offices (webinar), February 20th: Casual Chat with Bain Tokyo at London Career Forum (21st/22nd Feb). Anyone wishing to sign up for their EMEA talent newsletter can do so [here](#).
- **BCG** has started hosting [events](#) again in February. Here are a select few. February 4th: BCG Japan webinar for mid-career recruits, February 10th: Online presentation for candidates nearing the end of their PhD, February 12th: Gothenburg Digitalent Dinner (deadline 1st February). 17th/24th February: BCG Australia and New Zealand,

Consulting Mindset webinars, February 18th: BCG Australia and New Zealand, Beyond the Resume webinars, February 19th/25th/27th: BCG Australia and New Zealand, CV/Resume webinars. Don't forget to use Chrome to access the site. The site does not appear to work well in Microsoft browsers.

- **EY Parthenon** doesn't appear to have any events in February but they still have [online content](#) describing the work they do as they open up their early careers [recruitment](#) for 2026.
- **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](#).
- **Kearney** doesn't appear to have any recruitment events planned in February.
- **Management Consulted** has no events planned just yet in February. They often post events a week or two in advance, so keep updated [here](#).
- **McKinsey** has several [events](#) planned in February including virtual coffee chats on February 17th for those applying for business analyst roles in ANZ (deadline Feb 5th), a digital 'crack the case' event in Brussels on February 19th (deadline Feb 12th), and case workshops in Brisbane and Melbourne on February 20th (deadline Feb 11th). 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 UK** doesn't have events planned in February although you can see when they do [here](#).
- Similarly, **Oliver Wyman UK** doesn't have events planned in February 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 hosting [several events](#) in February including a consulting bootcamp at the Frankfurt School of Finance and Management on Feb 20th and an invite to the London Career Forum on 21st February for Japanese students.
- **Strategy&** is [hosting](#) a 'Financial Services in Strategy Consulting' webinar on March 5th (deadline Feb 25th)
- **Simon Kucher and L.E.K. Consulting** have no events planned in February although you can keep updated [here](#), and [here](#).

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### Recruitment and Internship Opportunities

- **Accenture** has 5 strategy vacancies in [Austria](#) (up from 3 in January), 43 in [Canada](#) (up from 42), 16 in mainland [China](#) (up from 12), 30 in [France](#) (up from 26), 36 in [Germany](#) (up from 33), 86 strategy roles in [India](#) (down from 94), 1 consulting role in [Ireland](#) (no change), 29 in [Italy](#) (up from 27), 34 in [Spain](#) (up from 31), 4 in [Switzerland](#), 6 strategy roles in [UK](#) (up from 5) and 15 in [USA](#) (up from 13).
- **Advancy** is still recruiting interns at their [Frankfurt](#) and [Paris](#) offices and [strategy consultants](#) at their [Frankfurt](#), [Paris](#), [New York](#), [Shanghai](#), [Sydney](#) and [London](#) offices.

- **Alvarez & Marsal** has [1341 consulting vacancies](#) globally (down from 1415) with the majority in the USA.
- **Arthur D. Little** has 23 [internship](#) vacancies at various offices (up from 20). They also have 28 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 [16 open roles](#) in the UK (down from 18), 15 in the USA (no change), and 23 in Bulgaria (down from 24).
- **BCG** has 318 open [consulting roles](#) (up from 312). Register for updates [here](#) and take a look at their [virtual office and job simulations](#), designed for people considering a role there. I recommend using Chrome to visit their website.
- **Capco** (a Wipro company) has [305](#) business consulting roles (up from 290 in January) including 13 in the UK (up from 6).
- **Elixirr** has [49 roles](#) open globally (down from 52 in December) including a consultant role in [London](#).
- **EY Parthenon** still has an interesting graduate consulting opportunity in [Dubai](#). It was first advertised several months ago. 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 22 roles available including various analyst, associate and consultant [opportunities](#) in the UK, USA, Japan, India, Canada, UAE, Australia and Hong Kong.
- **IBM Consulting** has [305](#) open consulting roles (up from 225), mainly in India, USA, China and Canada. They have a business strategy summer [internship](#) role available in London.
- **Kearney** has 12 [internships](#), and various [associate and analyst roles](#) globally.
- **L.E.K.** has 4 open consulting roles in [Europe](#) (no change), including a Senior Associate role in the London office and internships in the Paris office. They also have 3 open consulting roles in the [USA](#), and 3 roles in [Sydney/Melbourne](#).
- **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 [249 consulting](#) jobs globally (up from 230 in December).
- **Newton** still appears to be accepting [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, New York,

Boston, Munich and Düsseldorf offices. They have also recently advertised for Associate Consultants in their [Sydney](#) and [Melbourne](#) offices (deadline 13th Feb).

- **Oliver Wyman** is [advertising](#) 165 consulting roles (down from 173) with most in the USA, Germany, UK, India, Canada, and France. They have 14 internships advertised.
- **PA Consulting** has [41 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, and Sweden.
- **Proudfoot**, the operations management consultancy, has no vacancies this month.
- **Roland Berger** has [90 experienced hire](#) opportunities (up from 86), [29 consulting internship](#) opportunities, [3 MBA vacancies](#) in Germany, Bucharest and Tokyo, and [25 global vacancies](#) for graduates.
- **Simon Kucher** has opened up 9 new [consulting roles](#) this past month in Mexico, France, USA, and UK.
- **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.

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## AI and the Future of Consulting Recruitment

McKinsey has started trialling a new approach to recruitment that offers a glimpse into how consulting interviews may evolve over the coming years. In the USA, candidates are being assessed, not only through traditional case and fit interviews, but also on how effectively they work with Lilli - McKinsey's internal AI tool.

Rather than testing technical knowledge of artificial intelligence, the focus is on something more practical: can candidates use AI sensibly to solve ambiguous business problems? Interviewers are reportedly observing how applicants frame prompts, refine questions, challenge AI-generated outputs, and apply judgement rather than accepting answers at face value.

This is an important distinction. McKinsey is not replacing case interviews with AI, nor is it looking for prompt-engineering specialists. Instead, it is recognising a reality that many consultants already face on the job: AI is becoming embedded in day-to-day problem-solving. Knowing how to work with these tools, and where their limitations lie is fast becoming a core consulting skill.

So what might this mean for the future of recruitment?

Traditional case interviews are designed to test structured thinking, commercial judgement, and communication under pressure. Those skills are not disappearing. However, as AI increasingly handles data retrieval, benchmarking, and initial hypothesis generation, firms

may place more emphasis on how candidates interpret information, apply context, and make decisions when an “answer” is readily available.

We may therefore see interviews evolve in three ways:

First, greater emphasis on question framing. Strong consultants ask the right questions before jumping to solutions. Prompting an AI effectively is, in many ways, an extension of this skill.

Second, more focus on critical evaluation. AI tools can be confident and wrong. Candidates who can sense when outputs don't pass the “sniff test” and explain why will stand out.

Third, a shift towards judgement and synthesis. If AI can generate options quickly, interviewers may spend more time testing how candidates prioritise, recommend, and communicate trade-offs to senior stakeholders.

It is worth noting that McKinsey appears to be ahead of the curve here. Bain, BCG and others are investing heavily in internal AI tools, but there is little public evidence (yet) that they are formally testing AI collaboration skills in interviews. That may change quickly.

For candidates, the takeaway is not to memorise prompt templates or over-rely on AI tools in preparation. Instead, focus on understanding how AI supports thinking rather than replaces it. The consultants who succeed will still be those who combine structure, judgement, and communication - just increasingly with an AI co-pilot alongside them.

As recruitment evolves, the fundamentals remain. But the definition of “good problem solving” is quietly expanding.

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### 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).

[Savitas Website](#)