



# Consulting Newsletter

December 2025

**Industry News / Events / Opportunities / 'AI Tools for Case Interview Prep'**

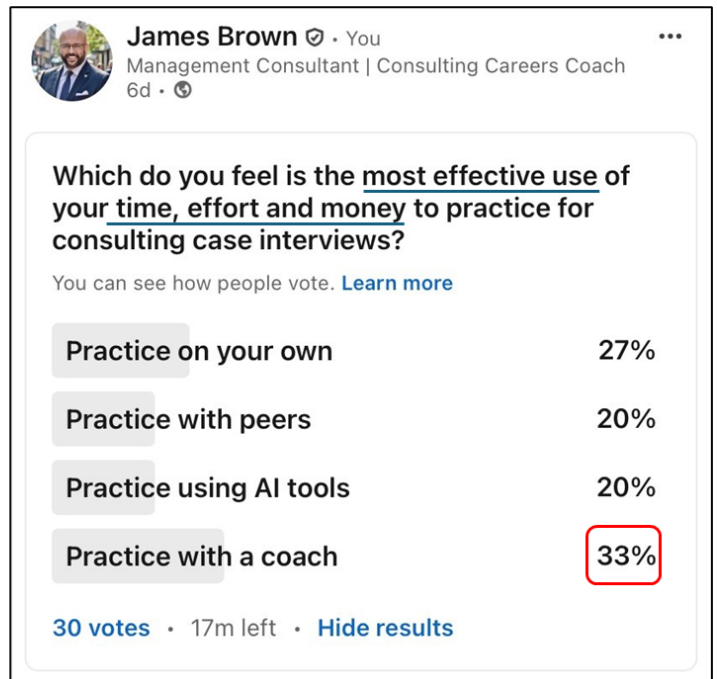
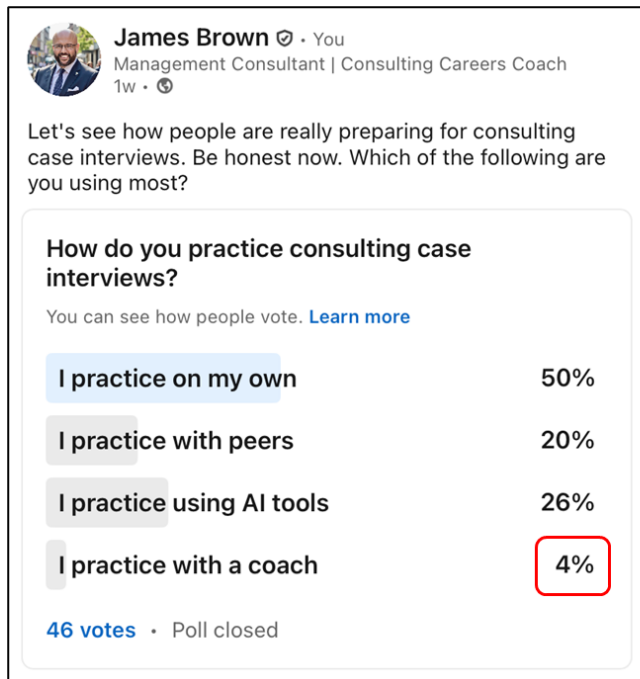
Thanks to all the business schools I have been working with over the past month, (Cambridge Judge, HEC Paris, Cranfield, Warwick, Birmingham, and EM Lyon). It has been a pleasure working with you and with lots of great candidates, including 2 who landed roles with ZS Associates and Capgemini Invent (well done - you know who you are).

December is always a quieter month for recruitment and, with the autumn rounds of applications closing, you have plenty of time to network and to prepare for interviews. Competition is tough, but there are opportunities out there. Word on the grapevine is that more consultancies are moving to a '[just-in-time](#)' model of recruitment. In other words, there is less emphasis on annual recruitment and more on filling roles as projects are won. Don't worry if you haven't been successful yet - there will be more opportunities in the new year.

I ran a couple of interesting polls on LinkedIn this month to understand how people are preparing for case interviews (see below). 33% of candidates feel that practicing with a coach is the most effective use of time, effort and money, yet only 4% are doing so. [Get in touch](#) if you would like help.

Only 20% of people selected AI tools as the most effective method of practicing for case interviews despite many people using them. How good are they in reality? I reviewed 7 of the top tools and summarised my findings in the article at the end of this newsletter.

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

### McKinsey & Company

[McKinsey](#) has recently reported how AI is reshaping what it offers to clients and how it charges them. Clients are increasingly looking for outcome-based pricing and support on multi-year projects. Around a quarter of its fees are now driven by such pricing. This will increase the need for aspiring consultants to deliver impact and demonstrate value.



[PwC's](#) global revenue grew by 2.9% last year yet headcount fell by 5,600 despite its previous strategy to boost numbers. Graduate hiring in USA is reportedly going to be cut by a third over the next 3 years and [entry-level recruitment](#) in UK is also reducing. It is the tax and assurance part of the business that has slowed. Advisory is keeping pace with competitors.



National Audit Office

The [National Audit Office](#) has published a report on how the UK government uses consultants in response to pledges to cut consulting spend by half. Interestingly, they know how much is spent on consultants but don't have data on what they use them for.



The UK Management Consultancies Association has announced winners of the [2025 MCA Awards](#) at a ceremony which included a keynote from Rachel Reeves, the UK Chancellor of the Exchequer. There are some great case studies reported in the [awards supplement](#).

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[Consultancy.me](#) has announced it's 2025 top consultancy firms in the Middle East. You can filter them based on industry and expertise - a great way to formulate a target list of consultancies aligned to your interests and experience.



My friend and former boss, [Tracey Countryman](#) has rejoined Accenture as their Global Head of Industry X. Tracey spent some time at PA Consulting as Global Head of Markets and later as Head of US. Congratulations Tracey!

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## Events

- **Bain & Company** is inviting applications for its [gap year program](#) in Germany, Austria and Switzerland (deadline 7th December). The program is designed for German-speaking students who will finish their bachelor degree in 2026. They are also hosting a [virtual event](#) on December 16th for students considering an associate role in Australia. Anyone wishing to sign-up for their EMEA talent newsletter can do so [here](#).
- Last month I reported that there didn't appear to be any **BCG events**. I now realise that the website does not work well with a Microsoft browser. Using [Google Chrome](#), you can find several events focussed on candidates in the Netherlands, suggesting that recruitment is happening there. For example, there is an online [CV training session](#) being held on December 10th.
- **EY Parthenon** doesn't appear to have any events in December 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. I attended an online recruitment webinar earlier in November and summarised it in a [LinkedIn post](#). They still have lots of [on-demand content](#).
- **Management Consulted** doesn't appear to have any events planned for December.
- **McKinsey** is running [several events](#) in December including 'Diversity Matters Switzerland' at the Zurich office, 'Women of QuantumBlack' virtually on Dec 11th, 'Winter Meet-up for Women of McKinsey' at the Warsaw office on Dec 16th, and 'Discover McKinsey Bucharest' on Dec 19th. 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](#).

- **Roland Berger** is hosting [events](#) in Paris (HEC students), Zurich (case workshops), Leipzig (HHL case workshop), London (LSE German Society), Amsterdam, and Bucharest.
- **L.E.K Consulting, Simon Kucher, Strategy& and Oliver Wyman** don't appear to have any recruitment events planned in December.

## 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 5 strategy vacancies in [Austria](#) (up from 0 in Oct), 34 in [Canada](#) (up from 29), 15 in mainland [China](#) (down from 16), 18 in [France](#) (down from 19), 25 in [Germany](#) (up from 21), 114 strategy roles in [India](#) (up from 98), 2 in [Ireland](#) (down from 3), 26 in [Italy](#) (up from 16), 41 in [Spain](#) (up from 38), 6 in [Switzerland](#), 7 in [UK](#) (up from 5) and 11 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 [1386 consulting vacancies](#) globally (down from 1451) 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, 15 in USA, and 17 in Bulgaria.
- **BCG** has 320 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. I recommend using Chrome to visit their website.
- **Capco** (a Wipro company) has [346](#) business consulting roles (down from 487 in Nov) including 7 in UK.
- **Elixirr** has [50 roles](#) open globally including free Data and AI academy courses in [Croatia](#) and [Cape Town](#).
- **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 UK, USA, Brazil, Japan, India, Canada, Hong Kong, Singapore, and Italy.
- **IBM Consulting** has [299](#) open strategy consulting roles (up from 270), mainly in India, USA, Japan and China. Most require experience although there are [associate consultant roles](#) open for 2026 onboarding in USA. 13 of the global strategy roles are internships and 34 are entry-level roles.
- **Kearney** has 14 [internships](#), and various [associate and analyst roles](#) globally.
- **L.E.K.** has 5 open consulting roles in [Europe](#) (down from 6), including entry level and internship opportunities in Zurich, Madrid, Wroclaw, and London. They also have 4 open consulting roles in [USA](#), and 3 roles in [New Delhi](#).

- **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 [230 consulting](#) jobs globally (down from 232 in November 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](#) 161 consulting roles (up by 5) with most in USA, Germany, UK, UAE, Spain, and Germany. They have 16 internships advertised. There is an [experienced hire associate role](#) advertised for the London office (deadline 10th December).
- **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 a management consultant [vacancy](#) in Calgary.
- **Roland Berger** has [93 experienced hire](#) opportunities (up by 4), [24 consulting internship](#) opportunities (up 3), [3 MBA vacancies](#) in Germany, Bucharest and Tokyo, and [27 global vacancies](#) for graduates.
- **Simon Kucher** has opened up 30 new [consulting roles](#) this past month in Denmark, Austria, Singapore, Germany, Sweden, UK, Hong Kong 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 global opportunities you can find [here](#).
- **WSP** has various [consulting](#) roles open globally.

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## Can AI Tools Help You Crack a Consulting Case Interview?

With consulting firms stepping up their recruitment, many aspiring candidates are turning to AI-powered platforms to practise case interviews. Tools like CaseBuddy.ai, and PrepBuddy.ai, promise to simulate realistic interviewer conversations and provide instant feedback on structuring, hypothesis generation and communication. But how far can artificial intelligence really take you in preparing for one of the most demanding interview formats in business?

At first glance, AI-based case simulators offer an appealing value proposition. They are available 24/7, appear to cost less than personal coaching, and can generate a near-infinite variety of case prompts. Tools such as CaseBuddy.ai use speech recognition and large language models to analyse your answers and return structured feedback. For busy MBA students or candidates preparing alone, they can be a convenient way to drill case frameworks, practise market sizing, and build muscle memory around structured problem-solving.



However, the technology still has important limitations. I recently reviewed 7 of them with very mixed results (see below). While AI tools can check whether you cover key issues in a profitability or market entry case, they struggle to assess more nuanced dimensions such as executive presence, tone, or logical pacing. They also tend to offer generic feedback rather than detailed insights into your reasoning. For instance, when I tried CaseBuddy it incorrectly flagged that I failed to prioritise. Non-native English speakers may also find that the tool misinterprets accents or phrasing, limiting the value of an automated evaluation. I noted 2 where the voice recognition didn't work at all.

Another shortcoming is the lack of quantitative challenge. Most current AI platforms omit chart interpretation, data-heavy exhibits, or numerical estimation questions - all staples of real MBB interviews. Nor do they assess the clarity or persuasiveness of your final recommendation, which is often the deciding factor in a live interview.

In summary, AI tools for case practice are excellent for structured drills and for reinforcing the habit of thinking in hypotheses. But they are no substitute for live practice with another person. Real-time feedback from a coach, peer, or former consultant remains irreplaceable for building communication confidence and strategic storytelling. For now, AI case platforms are a useful supplement (not a replacement) for traditional preparation.

You can get my case prep tool review and free resources pack when you book an in-person case interview workshop, my online '[Cracking Case Interviews](#)' course or '[Case Interview Bootcamp](#)'. Alternatively, you can book a 1-2-1 or 3-2-1 mock interview with me [HERE](#).

- [CaseBuddy.ai](#) - free app with 17 of the most popular cases. Great for quick drills on the go but no chart interpretation, market sizing, or data analysis and the feedback is pretty generic.
- [CaseStudyPrep.ai](#) - 1 free case then \$35 for 5 cases. Standard framework questions which include chart interpretation and a recommendation test. Limited flexibility for open-ended dialogue. Audio didn't work when I tried. Also, it provides hints on things you have already mentioned.
- [PrepLounge AI Casebot](#) - 2 free cases. Includes a wide range of cases on a platform that feels like the BCG Casebot Interview. There is chart interpretation but the exhibit link did not work for me. No market estimation. There is no audio/speech recognition. Generic AI follow-ups; limited feedback depth; no assessment of presentation style.
- [CaseTutor.ai](#) - Free trial followed by \$30/month for the basic plan. 75+ structured cases. Good for repetitive drills and case flow practice. Provides company-specific simulations. Includes behavioural interviews and tests you on giving recommendations. The voice recognition is really good. The last exhibit wasn't provided when I tried. AI reasoning is still surface-level. Actions for improvement weren't feasible – it said I should use tables and visuals in my hypothesis. No market estimation.
- [MBB.ai](#) - 3 free cases then \$9/week. 40+ cases covering all the standard frameworks. Includes mini-theory lessons. Mimics

interviewer-led case formats similar to McKinsey. The interviewer feels conversational yet focused. The feedback dashboard breaks down quantitative accuracy, communication, and business intuition. Some cases are repetitive across industries; limited opportunity for open-ended creativity. Framework lessons feel generic if you've already studied casing fundamentals.

- [Soreno](#) - 7-day free trial with 2 free cases & 3 free drills followed by \$199/month. Best tool I reviewed although also the most expensive. 380+ cases including optional "data-heavy" cases using chart and exhibit interpretation, market sizing and behavioural interviews. Great analysis of communication style compared to others although not as good as a real human. Fantastic feedback report. Offers timed "live interview mode" that mimics real-time case pacing. Great voice recognition although there were occasional lags. Not sure if it's fair to expect a candidate to calculate compound interest over 5 years without a calculator.

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## 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).