

SAVITAS

Consulting Newsletter September 2024

News / Events / Opportunities / Company Spotlight / Recruiter Q&A

August has been busier than expected. I have been helping an investment firm get a company ready for sale; a sign that private equity, and related consulting markets are starting to pick-up again (see article below). I have also been developing an online 'BCG-style' chatbot case interview and researching how universities engage alumni to support students with career management. If you are a careers advisor and can spare 5 minutes to respond to an anonymous [survey](#), I would really appreciate it. Results will be shared in October.

The September newsletter has more consulting industry news, events, opportunities, and a company spotlight. I am also delighted to include an interview with Asia expert, [Adrian Jones](#), a former recruiter at Hays who specialises in the jobs market in Asia.

Thanks to everyone who has booked coaching, webinars, boot camps, courses and consulting project preparation workshops. You can find a list of them on my [website](#). Get in touch if you would like to discuss how I can help.

Over 800 people now receive the newsletter and the subscriber list is growing daily. You can subscribe to future newsletters at the bottom of this one. PDF versions can be downloaded [here](#).

Industry News



Private equity activity saw its strongest quarter in two years in Q2 2024. Firms announced 122 deals valued at US\$196b, nearly double the US\$100b announced in Q1.

EY



The Consulting Report forecasts that sustainability consulting will grow by 48% over the next 5 years, and have named the top 25 sustainability consultants and leaders of 2024.

Consulting Report



Ever wondered about the consulting market in Africa and the services and industries that are driving growth? Consulting Quest has released a great summary here.

Consulting Quest



KPMG has won a £223m contract to train UK civil servants over the next 4 years. Could this signal recruitment? It is likely to be the last big consulting contract awarded as the UK government cuts spending.

[FT.com](https://www.ft.com)



Forbes has published its ranking of the worlds best management consulting firms in 2024. 223 firms are given star ratings according to industry and functional area which you can filter to help list recruitment targets.

[Forbes.com](https://www.forbes.com)



Arthur D. Little [is expanding in Australia](#). They join rivals Oliver Wyman and Alvarez Marsal who have been expanding rapidly in the region. They also opened a new [regional hub](#) in Riyadh, Saudi Arabia.

[Arthur D. Little](https://www.arthur-d-little.com)



Strategy& has opened an office in Norway. "Leif Arne Jensen, the CEO of PwC in Norway, said the launch of Strategy& comes in response to strong demand for strategic consulting services".

[Consulting.eu](https://www.consulting.eu)



Kearney has appointed Francesco Pavoni as senior partner in the Riyadh office to strengthen the Transportation and Travel practice in the middle east. This is likely to trigger recruitment in the region.

[Consultancy.me](https://www.consultancy.me)



OC&C has been ranked 16th in Stonewall's recent Workplace Equality Index rankings, a voluntary tool which allows workplaces to measure their progress in building an inclusive environment. EY came 21st and KPMG 22nd.

[Stonewall](https://www.stonewall.org)

Events

- **Bain & Company** is hosting [numerous recruiting events](#) in September (far too many to mention here).
- **BCG** appears to be looking for people with PhDs and medical degrees in UK and bachelors degrees in Sweden, Denmark and Netherlands, with [recruiting events](#) planned there in September.
- **L.E.K Consulting** are holding a free, virtual Life Sciences Specialist Virtual Case Workshop on [September 10th](#).
- **McKinsey** is hosting [several events](#) in September including a webcast on 11th Sept taking about their feedback and development culture, recruiter Q&A's on 11th and 25th Sept, an Introduction to McKinsey London on Sept 13th and 19th and a

presentation from McKinsey Digital on Sept 16th and 25th. They also have various case workshops lined up for October.

- **Simon Kucher** are accepting [applications](#) for a free 2-day strategy business course in Amsterdam on Nov 14th & 15th. Deadline 22nd Sept.

Recruitment and Internship Opportunities

- **Advancy** is recruiting interns at their [Frankfurt](#) and [Paris](#) offices and strategy consultants at their [Frankfurt](#), [New York](#), [Paris](#) and [London](#) offices.
- **Arthur D. Little** has numerous [internship](#) applications open at various offices in Australia, South East Asia, North Africa, and Europe. They also have associate, analyst and consultant [roles](#) open.
- **Bain & Company** is advertising for [Associate Consultants](#) and [Internships](#) globally. They also have various [internship programs](#) open for application ranging from less than a week to several months part-time.
- **BCG** is opening applications for UK associates on Sept 11th (deadline Oct 24th) and for internships on Jan 1st (deadline Jan 25th). You can apply and find deadlines for similar global opportunities [here](#).
- **BCG** has [Associate and Consultant](#) opportunities in either Taipei, Hong Kong, Shenzhen, Beijing and Shanghai. Take a look at their [virtual office](#), designed for people considering a role there.
- **Kearney** are advertising for an [associate consultant](#) in the Prokura London Office along with [various](#) internships, associate roles and analyst programs in Riyadh, Kuala Lumpur, Sao Paulo, USA, Canada, Australia, Germany and Oslo.
- **Korn Ferry** are advertising for an [intern](#) organisational strategy consultant in China.
- **L.E.K** are advertising 2 [consultant roles](#) in USA (\$185k/year) in their financial services/fintech and digital practices with deadlines at the end of October.
- **L.E.K** are also advertising for various [intern](#), [associate and consulting roles](#) across their Madrid, Paris, London, Sydney and Melbourne offices.
- **McKinsey** is advertising globally for [associates](#), [associate interns](#), [business analysts](#), and [business analyst interns](#).
- **Oliver Wyman** has an opening on their [consultant development program](#) in Riyadh. They also have an [entry-level consultant role](#) advertised in Athens and internships in [Zurich](#).
- **Roland Berger** has [16 global internship](#) opportunities, [3 MBA vacancies](#) in Germany, Bucharest and Tokyo and [21 global vacancies](#) for graduates across Europe, Morocco, Vietnam, Malaysia, and China.
- **Simon Kutcher** is advertising [internships](#) in Norway, Germany, Switzerland and Italy, as well as a number of [consultant vacancies](#) in Germany and Brazil.

Company Spotlight - [ERM](#)

This month I am focussing on ERM, the world's largest advisory firm focused solely on sustainability. They were founded in 1971 and have a partner model which drives an ambitious and entrepreneurial culture where employees are encouraged to make an impact. Their recently appointed CEO (Thomas Reichert) joined from BCG and has already started growing his team, expanding offices such as the hub in Singapore, and acquiring various businesses. They are advertising 650 roles currently including an early careers talent acquisition manager in UK, highlighting their intent to recruit more.

- **Head Office** – London, UK
- **Employees** – 8000+ spread globally
- **Locations** – [40+ countries](#)
- **Known for** – partnering with clients to operationalise sustainability at pace and scale, through a unique combination of strategic transformation and technical delivery capabilities.
- **A good option for** – those with a passion for sustainability and ESG and have a background in STEM, environmental science, energy management, sustainability, ecology, geography, economics or geology.
- **Example Opportunities**
 - [Strategic Transformation Advisory Consultant](#) in the London office.
 - [Environmental Consultant](#) in multiple offices across France.
 - [Managing Consultant – Decarbonization & Climate Risk](#) in Brussels.
 - [Consulting Associate - Product Sustainability & Circularity](#) in Manchester, Harrogate or London.
 - [Consulting Associate - M&A Due Diligence & Sustainable Finance \(Entry Level\)](#) in Singapore.
 - [Managing Consultant- M&A, Infrastructure Technical Due Diligence \(Associate Level\)](#) in UK.

Interview with a Recruitment Consultant

[Adrian Jones](#) is a recruitment specialist with over 20 years experience focused on job markets in Asia, particularly in Japan, Mainland China, Hong Kong SAR, Singapore, Malaysia & Thailand. He lived and worked in Japan for 20 years, with the last 7 years based in the UK, supporting universities, business schools, and their Asian cohorts with the job search process.

If you are looking for an expert to support your university/business school with advice for those considering a return to the Asia job market, please contact Adrian directly on [LinkedIn](#).

1. Which areas/countries in Asia are seeing the most recruitment for business school students and for management consultants in particular?
 - *"Consultancies are actively hiring in Japan, with MBB recruitment slightly down vs 2022. Deals and ESG consultancy are up. In China, the consulting market is heavily hit due to client budgets, but Technology, Digital Transformation & AI are most positive. Hong Kong is also down with lots of active job seekers on the ground, but sustainability is a hot niche area. The Singapore market is generally flat including consulting. The market in Malaysia is strong with the Big 4 generally hiring, and focussing on more junior profiles. Consulting recruitment in Thailand is not so strong."*
2. What are the differences in recruitment practices across Asia compared with in Europe/North America?
 - *"The recruitment process is more similar than different, but with subtle differences in each market. The process is generally less strict on resume length, and rarely do they demand a one-pager. Processes are typically longer, with more interview steps, especially if interviewing with an international company. You may have to do steps in English as well as the local language where applicable."*
3. What advice would you give to a student who wants to get a role back in their home country?
 - *"The challenge is to get attention back home when you`re overseas, especially if you need time to get on board. Find specialist recruiters in your field, build a relationship with them via LinkedIn, and get a phone/online meeting."*
 - *"Make sure your resume and LinkedIn profile look great. You only get one chance to make a good first impression with the recruiter who can unlock the door for you. Be ready to adapt and develop your CV and LinkedIn profile following advice from recruiters you work with."*
 - *"Network with friends and former colleagues in your home country for more introductions & advice."*
 - *"Use LinkedIn to identify other companies to apply to, but always check with specialist recruiters before applying, for connections there."*
4. What tips do you have to help people get their dream role in Asia?
 - *"Have a clear idea of your career goal & priorities, but be flexible."*

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. You can also set-up a 15-minute introductory call with him using the link below.

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