

SAVITAS

Consulting Newsletter

December 2024

Industry News / Events / Opportunities / Interview Tips

As my tour of universities and business schools draws to a close for 2024, I would like to thank everybody for the wonderful support and feedback you have given. You can see a summary on the [Savitas website](#). I am always looking for new ways to support those who are considering consulting as a career and this feedback really helps. I couldn't be more proud of what I do and what some of you have gone on to achieve. Thanks. Have a great festive season and see you in 2025.

Industry News


accenture

[Accenture](#) has launched a new transaction advisory offering in APAC to be led by Sydney-based managing director Suzie Blinman. The division will advise on leveraging advanced technologies including generative AI throughout the M&A life-cycle, from strategy and due diligence through to organisational design.

Deloitte.

In the November newsletter, I reported 250 job-losses at [Deloitte UK](#) due to under performance. They have announced a further 180 redundancies from the UK advisory business, most likely from the strategy, risk and transactions division and its technology and transformation division.

Management Today

[Management Today](#) has published an interesting article on the state of the consulting sector including interviews with several senior people in the industry who collectively share a sense of 'cautious optimism' about the year ahead.



[Consulting Quest](#) has released an article looking at 10 trends that have been shaping the global consulting industry including AI-driven consulting, sustainability and tech integration. The article includes some great examples.



I am often asked about getting into consulting with a PhD. In this [article](#), two professionals share their experiences in transitioning from the detail of their research to the breadth that consulting has to offer.



The [Management Consultancies Association](#) has written an article on becoming a chartered management consultant. You can read more about the competency framework [here](#). It is a useful read for students.



[Gartner](#) has announced leaders in the finance transformation strategy consulting market. The report highlights strengths and cautions about McKinsey, Accenture, EY, Bain, Bearing Point, BCG, Deloitte, KPMG, MorganFranklin, Oliver Wyman, and PwC.



EY UK has announced that 150 jobs will be cut from its consulting division amid a 4% reduction in strategy and consulting revenues. Note that all lay-offs are managers, senior managers and directors hence graduate recruitment continues.

Events

Typically there aren't many recruitment events in December or January but I have managed to find some (listed below). I expect there will be more advertised in the new year.

- **Bain & Company** is hosting [numerous recruiting events](#) in December including virtual discussions about their private equity consulting work (Dec 11th & Dec 13th), Bain Australia (Dec 5th), and a career seminar for experienced hires applying to Bain Japan (Dec 10th).
 - **Deloitte UK** isn't holding any careers events in December that I can find. However, you can access their on-demand video content [here](#).
 - **EY UK** has 5 virtual recruitment events planned in [December](#).
 - **L.E.K Consulting** is holding an online [Life Sciences Case Workshop](#) for PhDs, MDs, and PharmD's on December 10th.
 - **Management Consulted** is hosting 3 free [virtual events](#) in December including a case frameworks masterclass (Dec 5th), a case interview prep strategy session (Dec 9th), and a McKinsey live case session (Dec 12th).
 - **McKinsey** is hosting various [virtual events](#) in December including 'Meet McKinsey Tel Aviv' (Dec 9th), 'Meet the Recruiter Tel Aviv' (Dec 11th), and 'Meet Partners in USA' (Dec 18th). They are also holding an [in-person](#) session for experienced professionals in their Amsterdam office (Dec 11th) and an informal networking [event](#) at their Prague office (Dec 18th).
 - **Roland Berger** is holding an in-person strategy [workshop](#) in Bucharest on Dec 18th.
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Recruitment and Internship Opportunities

- **Accenture UK** has 33 open [vacancies](#) in Strategy and Consulting although most at manager level requiring 8-10 years experience.

- **Accenture Strategy** has many vacancies globally. For example there are 25 strategy vacancies in [Austria](#), 10 in [Belgium](#), 9 in [Canada](#), 30 in mainland [China](#), 34 in [France](#), 84 in [Germany](#), 962 in [India](#), 3 in [Ireland](#), 84 in [Italy](#), 34 in [Spain](#), 9 in [Switzerland](#) and 14 in [USA](#). Not all of these vacancies are entry/MBA level roles. Typically there are a lot more vacancies in consulting, technology and Industry X.
- **Advancy** is still recruiting interns at their [Frankfurt](#) and [Paris](#) offices and strategy consultants at their [Frankfurt](#), [Paris](#), [New York](#) and [London](#) offices.
- **Arthur D. Little** has 21 [internship](#) vacancies at various offices globally. 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** has [Associate and Consultant](#) opportunities in London, China, Spain, Netherlands, Belgium, France, Germany, and Austria. They also have [internship](#) opportunities in China, Netherlands, Belgium, Germany, Norway, Sweden, Denmark, Italy, Sweden, Türkiye, South Africa and Austria. Take a look at their [virtual office](#), designed for people considering a role there.
- **Elixr** has graduate analyst vacancies in [London](#). They also have consultant roles open in [London](#), [San Francisco](#), [New York](#) and [Dallas](#).
- **EY UK 2025 program** applications are open including internships and graduate roles.
- **Kearney** has 15 [internships](#), and various [associate and analyst roles](#) globally.
- **L.E.K** is [advertising](#) for summer interns in London and Paris, and associate and consultant roles in London, Paris and Wroclaw. They are also advertising for a [consultant](#) in the Tokyo healthcare practice and for 'expressions of interest' in [consulting](#) roles in their Melbourne office.
- **McKinsey** is advertising globally for [analyst interns](#) (UK deadline 16th Jan). They are also advertising for [associates](#), [associate interns](#), [business analysts](#), and [business analyst interns](#).
- **Oliver Wyman** is [advertising](#) for 58 internship and entry level roles globally including Switzerland, Greece, USA, Germany, Italy, Belgium, UK, Netherlands, Austria, Spain, Singapore, and France.
- **Partners in Performance**, the operations management consultancy that is now part of Accenture, is [hiring](#) Business Analysts, Associates and Senior

Associates in London, Perth, Melbourne, Sydney, Auckland, and Johannesburg.

- **Roland Berger** has [19 global internship](#) opportunities, [3 MBA vacancies](#) in Germany, Bucharest and Tokyo, [1 MBA internship](#) in Germany and [18 global vacancies](#) for graduates.
- **Simon Kucher** is advertising [internships](#) in USA, Belgium, Italy, Poland, and Luxemburg, as well as [consultant vacancies](#) in Spain, Belgium, Brazil, USA, UK, Turkiye, France, Japan, and Netherlands.

Using the STAR Interview Technique in Management Consulting Job Interviews

[Chris Sale](#) is an award-winning management consulting recruitment expert. He places experienced management consultants and has recently written [articles on job interviews](#) for management consulting roles. Below is a recent one. You can find the longer, original version on his [website](#).

Navigating interviews requires more than just a solid CV. Recruiters and hiring managers are often more interested in how you approach challenges, solve problems, and achieve results. One highly effective way to communicate this in an interview is through the STAR technique: Situation, Task, Action, Result. Here's a guide to using STAR effectively and making the most out of this structured approach to demonstrate your expertise.

What is the STAR Technique?

The STAR technique provides a framework for [answering competency-based questions](#), which are common in management consulting interviews. These questions require you to give specific examples from your experience to demonstrate certain skills or qualities. STAR helps structure your answer into a clear and impactful narrative:

- **Situation:** Set the context by describing a relevant scenario from your professional experience.
- **Task:** Explain the objective or challenge you were working toward.
- **Action:** Detail the steps you took to address the situation and meet the challenge.

- **Result:** Conclude with the outcome, ideally quantifiable, showcasing the impact of your actions.

Using STAR can help you convey complex problem-solving and leadership skills in a succinct, memorable way that resonates with interviewers.

Tips for leveraging the STAR interview technique

1. Tailor STAR to the Role

Tailor your STAR examples to reflect the key competencies the role requires. If the role is heavily client-facing, focus on examples where you built and sustained client relationships. For strategy-focused roles, highlight tasks where you developed or implemented high-level strategic initiatives.

2. Quantify Your Results

Whenever possible, quantify the results of your actions. Numbers speak volumes and provide concrete evidence of your contributions. Even if the outcome was more qualitative, like improving team cohesion or client satisfaction, tie these into broader business impacts wherever possible.

3. Highlight Your Leadership and Strategic Thinking

Interviewers will expect to see evidence of leadership and high-level strategic thinking. In your STAR examples, include instances where you took the initiative, made critical decisions, or mentored junior team members. Leadership qualities are highly valued, especially for senior-level positions.

4. Be Concise but Detailed

While it's essential to provide detail, aim for conciseness. STAR responses should be focused and avoid tangents. Practise your responses to ensure they're clear, logical, and impactful. In consulting, clients value clarity and precision, so demonstrating these skills in your interview answers is a bonus.

Example STAR Responses for Management Consulting Scenarios

Illustration 1: Driving Efficiency in a Large Organisation

- **Situation:** "In a recent engagement with a large healthcare organisation, they were struggling with inefficiencies in their procurement process, leading to inflated costs and extended project timelines."

- **Task:** “My task was to streamline the procurement process to reduce costs and improve time efficiency.”
- **Action:** “I mapped the existing procurement workflow, identified bottlenecks, and introduced an automated solution. Additionally, I led a training programme for staff to improve adoption.”
- **Result:** “The initiative led to a 25% reduction in costs and a 15% decrease in process time, enhancing overall project efficiency and client satisfaction.”

Illustration 2: Developing a New Market Entry Strategy

- **Situation:** “One of my clients, a mid-sized technology firm, sought to expand into a highly competitive new market with limited initial resources.”
- **Task:** “I was responsible for designing a market entry strategy that would position them effectively and maximise their resources.”
- **Action:** “I conducted a competitive analysis, identified key market trends, and developed a phased entry strategy that included partnerships and targeted digital marketing.”
- **Result:** “The client achieved a 10% market share within the first year, surpassing their initial projections by 15%.”

Conclusion

Mastering the STAR technique can make a significant difference in interviews, especially for management consultants who need to articulate their problem-solving skills and impact effectively. STAR provides a structured yet flexible way to showcase your experiences and achievements, aligning your responses with what hiring managers are seeking. Practise a few STAR examples from your career and approach your next interview with confidence, knowing you're prepared to highlight your expertise and add value to any potential employer.

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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