

May 2024 Consultancy Newsletter

Here's a round-up of news about the Strategy and Management consultancy industry. Most commentators see little growth in recruitment during 2024, with many of the larger firms focussing now on hiring for 2025. However, it's still worthwhile bookmarking the careers pages of the firms you're interested in and noting that mid-sized and smaller firms are recruiting on an ad hoc basis. And, as always, anticipate likely hiring by looking for signs of activity which usually lead to recruitment. I give some examples below – new offices, partners etc.

Kearney Africa jobs - top ops consultancies - Scandi firms - McKinsey's woes - show me the money - 400 environmental roles - biggest CV error - MBB summer programmes - Roland Berger Middle East - UK consultancy survey

Meet the New Boss

- **FTI Consulting** has made a number of Managing Director appointments <https://tinyurl.com/5atzfttx>, including that of a former senior official in the Mexican government <https://tinyurl.com/3xupbcst> FTI has 8000 professionals in 30 countries billing \$3.5bn. There are **jobs** for students and graduates <https://tinyurl.com/2s4yvk7w> and experienced professionals <https://tinyurl.com/45edvae5> on FTI's **careers pages**.
- The global partnership of **BearingPoint** has elected Stefan Penthin (AMBS alumnus) <https://tinyurl.com/4xmx23r3> to be its next Managing Partner. Its website has an **Early Careers** section <https://tinyurl.com/yscef9fz>
- Business and technology consultancy **Capco** (part of Wipro) has a new CEO, Ann-Marie Rowland (UCD alumna) <https://tinyurl.com/3868w579>
- **Kearney** has elected a new managing partner and chairman, Bob Willen <https://tinyurl.com/yck4fdmj> For **careers in Africa** with Kearney see <https://tinyurl.com/ynr982nk>

Lists

- The Consulting Report <https://tinyurl.com/3c2mbd8y> has compiled a **top 25** list of consultants in the **supply chain and operations** service line. US centric, nevertheless the list includes **Accenture's** Stephane Crosier (ESSEC alumnus) who is the partner lead for Accenture Strategy's UK and Ireland supply chain and operations division; the Hamburg-based **BearingPoint** partner May Manke (NEOMA) who is global leader for operations; and Engin Beken, COO of **Arthur D Little** and consulting from the Vienna office.
- UK website Consultancy.uk comments <https://tinyurl.com/w72r4pbe> on the recent Financial Times ranking of UK consulting firms <https://tinyurl.com/34zu8bkh> As well as appraising large firms it also lists **mid-sized and boutique firms** in terms of quality and breadth of services.
- A review of the consultancy sector in **Sweden and Finland** <https://tinyurl.com/5cerzabf> indicates that the market grew by 3%. A detailed study of 33 local firms is available here: <https://tinyurl.com/y6n5hc5s> And website Consultancy.eu <https://tinyurl.com/3ykbth5v> has more news about consultancy in Scandinavia.

The International Council of Management Consulting Institutes (ICMCI) has set up a **Future Leaders** community <https://tinyurl.com/46d9j7mv> for young professionals in consultancy.

Who's Eating Who?

- **FTI Consulting** has taken over Madison Consulting, an actuarial consultancy practice. <https://tinyurl.com/4thk5sb5> The 25 professionals at Madison will become part of FTI's Forensic and Litigation practice.
- **Anthesis** is on the acquisition trail. Following its swallowing of BuzzWord (see April newsletter <https://www.donleslie.uk/management-consultancy-newsletter-april-2024/>) the sustainability firm has absorbed strategy consultancy Given <https://tinyurl.com/595h8ff8> There are over **60 jobs** on its careers site <https://tinyurl.com/4pbzy6xf>

McKinsey's troubles are being widely reported in the press. The Telegraph website <https://tinyurl.com/4unktkr8> comments on the layoffs of technical and support staff. An article in The Economist (p57 UK edition 30th March) suggests that the golden age of consulting for the likes of McKinsey may be coming to an end. And current affairs magazine The Spectator <https://tinyurl.com/wexbp7fy> adds fuel to the flames.

On the Money

- US website MyConsultingOffer.org delivers the results of its annual **consultancy pay survey** <https://tinyurl.com/4snxze9> . Drawing predominantly on MBB, Accenture and Deloitte pay scales, it covers undergrad, Masters, MBA, PhD and experienced hire salary ranges.
- US MBB salary packages are dissected on a six minute **YouTube** video, also from MyConsultingOffer.org <https://tinyurl.com/4vpusjre>

I spent much of April on short 1:1 coaching calls to help students understand why their cover letters and CVs are not delivering up interviews. Recruitment of entry level consultants for September/October 2024 starters is at a low ebb and competition for places is fierce, so applications need to be perfect. The number one error? CVs are too long. Consultancies want to see a one page CV (unless you've got 20 years+ experience). Why one page? It's a test to see if you can present all the key information required in a concise and easily understandable fashion. A word count of 450-500 in a clean, modern typeface and surrounded by white space is ideal. Get in touch if you want to know more: don@donleslie.uk or via 07812 056 652

Recruitment News

- Upcoming **McKinsey** Events... **Women in Operations** is a series of on-site networking events for women who want to explore careers with McKinsey Operations in Amsterdam, Brussels, London, Madrid, Milan, Munich, Paris, Stockholm and Zurich. See <https://tinyurl.com/5f2ypn5k> for mid-late May location dates and application deadlines. And the **Future Black Leaders** programme runs from June to December for first year students in the UK and Ireland <https://tinyurl.com/3ybu8w3r>
- US website ManagementConsulted.com lays out the pre-MBA **summer programmes** run by **MBB, LEK, Kearney** and others. <https://tinyurl.com/2k6xxytyv> These include a number of special events for minority groups and are mainly North American based, although **Bain** also has a programme for the **Middle East** <https://tinyurl.com/369d58dx>
- **McKinsey Jobs**.... There are **Intern roles** at 81 offices <https://tinyurl.com/3ukmtbrs> . **BCG** full-time and Internship jobs – **199** here <https://tinyurl.com/2fw75mte> **Bain – Summer Associate** roles in 64 offices <https://tinyurl.com/43adthtr>
- Strategy consultants **Oliver Wyman** are offering **Analyst roles in Riyadh** as part of their consultant development programme <https://tinyurl.com/mrtjt499> Apply if you are at Bachelors or pre-experience Masters level and have business-standard command of both

Arabic and English. There is also an **Intern** opening in Amsterdam

<https://tinyurl.com/2kdx2ssc> – no Dutch required...

- ESG has faced a backlash in recent months as investors question its usefulness. Nevertheless **ERM**, the granddaddy of **environmental consultancy**, has a number of ESG-related consultancy roles in its 400+ list of opportunities <https://tinyurl.com/443bzpe6>

Thank you to Newsletter readers who've told me about consultancy recruitment successes, shared salary information and given insights into recruitment processes. New starters include a Cranfield Masters to **Porsche Consulting** Shanghai, Salford Masters to **TCC Health** London, Strathclyde MBA to **Kroll** London, and a Warwick MBA to **EY-Parthenon** Athens.

New Office

- **Deloitte** is buying more office space in London as employee attendance <https://tinyurl.com/34kud9cj> rises. The firm had encouraged home working since the pandemic, and even sold off office space in 2021. It now seems that employees are keener to spend more time in the office. There is a Deloitte **summer placement** scheme in **Business Transformation Analysis** open to Teach First students or graduates <https://tinyurl.com/vsrze2na>
- **Project management consultancy Newstead** of Australia has opened a new office in **Riyadh**. <https://tinyurl.com/a6pt7k2p> The firm is positioning itself to take advantage of the \$1 trillion Vision 2030 construction-related projects market.
- **Roland Berger** has established a presence in **Abu Dhabi** <https://tinyurl.com/835576ev> This is the fifth Roland Berger office in the region. The firm is currently recruiting for **21 roles in Bahrain, Qatar, Saudi Arabia and the UAE**. <https://tinyurl.com/835576ev>

I retire from my "Careers in Consultancy" seminars, webinars and coaching activities at the end of June 2024. Consultant and business school speaker **James Brown** will be taking over this work. James is already busy on LinkedIn posting information about opportunities in consulting <https://www.linkedin.com/in/james-brown-savitas/>. He is an MBA and a former Director at Accenture Strategy and Consulting, a practicing management consultant and certified coach. He currently supports several of the UK's top-ranked business schools with seminars, workshops, courses, and coaching to help students develop consulting skills, practice consulting case studies, understand the market for consultants, and transition their careers into consulting. You can find out more on his website, www.savitas.co.uk/services-3.

The final newsletter from me as editor will be published at the beginning of June. Reply with **UNSUBSCRIBE** in the subject line if you wish to leave the circulation list.

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