

Firm Overview	<ul style="list-style-type: none"> “Whether it's business strategy, technology strategy or operations strategy, we shape value, new businesses and operating models for the future. That's high performance, delivered.” 	<ul style="list-style-type: none"> A.T. Kearney is a leading global management consulting firm with offices in more than 40 countries. Since 1926, we have been trusted advisors to the world's foremost organizations. A.T. Kearney is a partner-owned firm, committed to helping clients achieve success
What They Look For	<ul style="list-style-type: none"> Accenture traditionally recruits on-grounds for its Strategy & Operations and IT Strategy practices Accenture looks for well-rounded candidates who demonstrate a passion for creating client value through practical, implementable solutions 	<ul style="list-style-type: none"> Given A.T. Kearney's national staffing model, the application and interview process is office-agnostic With the exception of the San Francisco office, A.T. Kearney can accommodate all first choice office preferences. (If your first choice office is San Francisco and you receive an offer, you may be placed on a San Francisco waitlist, and given an initial offer for your second choice office.) A.T. Kearney looks for candidates with strong communication skills, leadership experience, diversity of thought, intellectual curiosity, and a strong fit with A.T. Kearney's collaborative culture
Career Hierarchy	<ul style="list-style-type: none"> Analyst, Consultant (post-MBA), Manager, Senior Manager, Managing Director 	<ul style="list-style-type: none"> Business Analyst, Associate (post-MBA), Manager, Principal, Partner
Staffing Model	<ul style="list-style-type: none"> NA 	<ul style="list-style-type: none"> National staffing model
Functional Specialties	<ul style="list-style-type: none"> Strategy, Consulting, Digital, Technology, Operations 	<ul style="list-style-type: none"> Analytics, Digital Transformation, Innovation, Marketing & Sales, Mergers & Acquisitions, Operations, Organization & Transformation, Procurement, Strategy, Sustainability
Industry Specialties	<ul style="list-style-type: none"> Automotive and Industrial, Banking, Capital Markets, Chemicals, Communications, Media and Technology, Consumer Goods and Services, Energy, Health, Insurance, Life Sciences, Natural Resources, Public Service, Retail, Travel, Utilities 	<ul style="list-style-type: none"> Aerospace & Defense, Automotive, Chemicals, Communications, Media & Technology, Consumer Products & Retail, Financial Institutions, Health, Industrial Goods & Services, Metals & Mining, Oil & Gas, Private Equity, Public Sector, Transportation, Travel & Infrastructure, Utilities
Rd 1 Interview Format (U.S.)	<ul style="list-style-type: none"> First and second rounds are both on-campus, back to back 	<ul style="list-style-type: none"> On-Campus Format: <ul style="list-style-type: none"> - 45 min case interview (1 on 1 with an Associate or Manager) - 45 min behavioral interview (1 on 1 with an Associate or Manager)
Rd 2 Interview Format (U.S.)	<ul style="list-style-type: none"> Second round interviews are likely to be conducted by at least one Managing Director Accenture's interviews are less quantitative Interviews exhibit a “conversational style,” where the focus of the case interview is how the candidate communicates his approach and thinking 	<ul style="list-style-type: none"> Location: Chicago Office (regardless of office preference) Format: <ul style="list-style-type: none"> - Case Presentation* (1 hour to prepare, 30 minutes to present to 2 consultants – level can vary but typically Associates or Managers) - Two 45 minute behavioral interviews (each 1 on 1 with a Principal or Partner) Candidates are presented with a printed case and are given 60 minutes to prepare recommendations. Candidates will be provided with a flip chart, markers, and may use a calculator to build “slides” with insights and recommendations. After the 60 minutes have passed, two consultants will enter the room and candidates will present their recommendations as if in a real client situation. Case Tips can be found here. https://www.atkearney.com/careers/ace-the-interview

Firm Overview	<ul style="list-style-type: none"> ▪ “Bain & Company is the management consulting firm the world's business leaders come to when they want enduring results. Together, we find value across boundaries, develop insights to act on, and energize teams to sustain success. We're passionate about always doing the right thing for our clients, our people and our communities, even if it isn't easy.” 	<ul style="list-style-type: none"> ▪ “Our customized approach combines deep insight into the dynamics of companies and markets with close collaboration at all levels of the client organization. This ensures that our clients achieve sustainable competitive advantage, build more capable organizations, and secure lasting results.”
What They Look For	<ul style="list-style-type: none"> ▪ Generalist practice – no specializations ▪ Strong emphasis on cultural fit due to local-staffing model ▪ Want to see a balance of quantitative ability and qualitative strengths ▪ “Answer first” structure to responses ▪ Focus on driving results for the client (originated “fees at risk” model) 	<ul style="list-style-type: none"> ▪ BCG looks for intellectually curious candidates that are looking to grow with the firm and are open to new challenges. Fit with the firm’s culture is important, so it is good to start developing relationships with BCGers early on in the process. There is no set professional background or profile that BCG is looking for in prospective Consultants. BCG wants to know why you are passionate about a certain location. Be prepared to network with BCGers at your office preference and explain why you want to work there
Career Hierarchy	<ul style="list-style-type: none"> ▪ Associate Consultant, Consultant (Post-MBA), Case Team Leader, Manager, Principal, Partner 	<ul style="list-style-type: none"> ▪ Associate, Consultant (Post-MBA), Project Leader, Principal, Partner
Staffing Model	<ul style="list-style-type: none"> ▪ Local office staffing model (i.e. all teams are staffed from same office and travel regionally) 	<ul style="list-style-type: none"> ▪ Regional with opportunities for national and international staffing
Functional Specialties	<ul style="list-style-type: none"> ▪ Strategy, Private Equity, Organization, Advanced Analytics, Corporate Finance, Sustainability, Results Delivery®, Performance Improvement, Customer Strategy & Marketing, Digital, Mergers & Acquisitions, Information Technology, Transformation 	<ul style="list-style-type: none"> ▪ Big Data & Advanced Analytics, Change Management, Corporate Development & Finance, Globalization, Growth, Innovation & Product Development, Lean & Manufacturing, Marketing & Sales, M&A and Divestitures, Operations, People & Organization, Post merger Integration, Pricing, Procurement, Smart Simplicity, Strategy, Sustainability, Technology & Digital, Transformation
Industry Specialties	<ul style="list-style-type: none"> ▪ Airlines & Transportation, Financial Services, Industrial Goods & Services, Metals & Mining, Private Equity, Social & Public Sector, Telecommunications, Consumer Products, Healthcare, Media, Oil & Gas, Retail, Technology, Utilities & Alternative Energy 	<ul style="list-style-type: none"> ▪ Automotive, Biopharmaceuticals, Consumer Products, Education, Energy & Environment, Engineered Products & Infrastructure, Financial Institutions, Health Care Payers & Providers, Insurance, Media & Entertainment, Medical Devices & Technology, Metals & Mining, Principal Investors & Private Equity, Process Industries & Building Materials, Public Sector ,Retail, Social Impact, Technology Industries, Telecommunications, Transportation, Travel & Tourism
Rd 1 Interview Format (U.S.)	<ul style="list-style-type: none"> ▪ On campus ▪ Two cases with brief behavioral questions at the start 	<ul style="list-style-type: none"> ▪ On campus ▪ Two consecutive interviews will both contain a short behavioral part and a lengthier case ▪ Cases typically include an open ended “brainstorming” phase and a quantitative phase ▪ Expectation is that the interviewee will “drive” the case with input from interviewer
Rd 2 Interview Format (U.S.)	<ul style="list-style-type: none"> ▪ Second round is in the office you are interviewing for; either: ▪ 1 typical case, 1 behavioral interview, 1 written case (60 minutes to read 30-40 page slide deck and 30 minutes to present recommendation to partner) ▪ 2 typical cases, 1 written case (60 minutes to read 30-40 page slide deck and 30 minutes to present recommendation to partner) 	<ul style="list-style-type: none"> ▪ In office ▪ Two one-hour interviews typically with partners, maybe principals ▪ Lots of probing into “office-specific” questions. Why this office in particular? ▪ First interview will have a behavioral and case component (similar to first round) ▪ Typically will be more “conversational”, and less structured than first round ▪ Depending on the office, you will either do a second behavioral and case interview or a written case interview (45 minutes to read 15-20 page slide deck and 30 minutes to present recommendation to partner) ▪ Some partners will use cases from their own experience

Firm Overview	<ul style="list-style-type: none"> “As the world’s largest management consulting firm, we help organizations build value by uncovering insights that create new futures and doing the hard work to improve performance.” 	<ul style="list-style-type: none"> L.E.K. is a global strategy consulting firm with offices across Europe, the Americas and Asia-Pacific. We counsel our clients on their key strategic issues, leveraging our deep industry expertise and using analytical rigor to help them make informed decisions more quickly and solve their toughest and most critical business problems. LEK has a strong focus on private equity diligence work
What They Look For	<ul style="list-style-type: none"> Deloitte recruits on-grounds at Kellogg for its Strategy & Operations, Technology, and Human Capital practices They look for well-rounded candidates who understand their mantra of “executable strategy” Deloitte prides itself on not only doing the strategy assessment, but staying on for the implementation and execution of the strategy as well 	<ul style="list-style-type: none"> LEK looks for well-rounded applicants who not only have strong quantitative and qualitative abilities but also strong management skills (post-MBA role includes managing undergraduate associates)
Career Hierarchy	<ul style="list-style-type: none"> Business Analyst, Consultant, Senior Consultant (post-MBA), Manager, Senior Manager, Director/Principal (Partner) 	<ul style="list-style-type: none"> NA
Staffing Model	<ul style="list-style-type: none"> National/international staffing model 	<ul style="list-style-type: none"> Local staffing model; due to nature of private equity diligence work being local, consultants generally travel less than other firms
Functional Specialties	<ul style="list-style-type: none"> Advisory, Consulting, Tax, Mergers and Acquisitions, Audit, Analytics 	<ul style="list-style-type: none"> Strategy, Mergers & Acquisitions, Marketing & Sales, Strategy Activation
Industry Specialties	<ul style="list-style-type: none"> Consumer & Industrial Products, Energy & Resources, Financial Services, Life Sciences & Health Care, Manufacturing, Public Sector, Real Estate, Technology, Media & Telecommunications 	<ul style="list-style-type: none"> Aerospace & Defense, Aviation & Travel, Biopharma & Life Sciences, Business Services, Consumer Products, Energy & Environment, Financial Services, Healthcare Services, Industrials, Media & Entertainment, MedTech, Natural Resources, Private Equity, Retail, Surface Transport & Logistics, Technology
Rd 1 Interview Format (U.S.)	<ul style="list-style-type: none"> On campus One behavioral interview One 30 minute case designed to heavily test quantitative ability Case interviews often feature a “data sheet” that presents all the information in advance, but it is still important to follow the standard case format 	<ul style="list-style-type: none"> On campus First round will be two case interviews, each with short behavioral and market sizing focus
Rd 2 Interview Format (U.S.)	<ul style="list-style-type: none"> In office you are interviewing for A behavioral interview An individual case interview A ~5 person group case in which you will play a specific functional role 	<ul style="list-style-type: none"> NA

Firm Overview	<ul style="list-style-type: none"> ▪ “McKinsey & Company is a global management consulting firm. We are the trusted advisor to the world's leading businesses, governments, and institutions.” 	<ul style="list-style-type: none"> ▪ The Parthenon Group is a strategy consulting firm with expertise in private equity and education. Additional practices include healthcare, industrials, and consumer and retail. Parthenon operates a “two-case model” and typically emphasizes light-travel. Parthenon was acquired by EY in September of 2014, but is maintaining a separate brand and operations
What They Look For	<ul style="list-style-type: none"> ▪ McKinsey looks for five aspects in its candidates. All areas are tested in the interview process; the case interview will test problem solving and the other skills will be tested through the experience interview. They are Personal Impact, Entrepreneurial Drive, Problem-Solving Skills, Achievement and Leadership Abilities. McKinsey recruits MBAs primarily into either generalist or specialist practices (Technology, Operations, Implementation, Sales & Marketing) 	<ul style="list-style-type: none"> ▪ Parthenon recruits at Kellogg for its Consultant and Summer Consultant roles ▪ Parthenon describes its consultants with the phrase “Smart. Nice. Driven.”
Career Hierarchy	<ul style="list-style-type: none"> ▪ Business Analyst, Associate (Post-MBA), Engagement Manager, Associate Principal, Principal (i.e. Partner) 	<ul style="list-style-type: none"> ▪ Associate, Senior Associate, Consultant (post-MBA), Senior Consultant, Vice President, Managing Director
Staffing Model	<ul style="list-style-type: none"> ▪ National and international staffing with preference for regional 	<ul style="list-style-type: none"> ▪ Local staffing model; due to nature of private equity diligence work being local, consultants generally travel less than other firms. Consultants are staffed on two cases simultaneously for all consultants with more than one year of experience
Functional Specialties	<ul style="list-style-type: none"> ▪ Analytics, Digital McKinsey, Implementation, Learning Programs for Clients, Marketing & Sales, Operations, Organization, Recovery & Transformation Services, Risk, Strategy & Corporate Finance, Sustainability & Resource Productivity 	<ul style="list-style-type: none"> ▪ Investment Strategy, Transaction Evaluation, Corporate Strategy, Value Optimization
Industry Specialties	<ul style="list-style-type: none"> ▪ Advanced Electronics, Aerospace & Defense Automotive & Assembly, Capital Projects & Infrastructure, Chemicals, Consumer Packaged Goods, Electric Power & Natural Gas, Financial Services, Healthcare Systems & Services, High Tech, Media & Entertainment, Metals & Mining, Oil & Gas, Paper & Forest Products, Pharmaceuticals & Medical Products, Private Equity & Principal Investors, Public Sector, Retail, Semiconductors, Social Sector, Telecommunications, Travel, Transport & Logistics 	<ul style="list-style-type: none"> ▪ Consumer Products, Diversified Industrial Products, Education, Financial Services, Health Care, Information and Media, Life Sciences, Oil & Gas, Private Equity, Technology
Rd 1 Interview Format (U.S.)	<ul style="list-style-type: none"> ▪ On campus ▪ 2 interviews, each with 1 case and 1 experience question ▪ First rounds normally conducted by EMs ▪ McKinsey’s interviews are driven by the interviewer, not the interviewee like other firms. Be prepared to structure your thoughts during each new prompt/phase of the interview, but keep in mind that each prompt from the interviewer is still part of the larger issue/ client need which is usually presented up front ▪ Recommendations need to take into account takeaways from each prompt/phase of the interview 	<ul style="list-style-type: none"> ▪ On campus ▪ First Round: 2 interviews ▪ Each interview will begin with a behavioral question ▪ The first case interview will be a typical case ▪ The second case interview will be a market sizing exercise (ex: “How many doughnuts are sold in the US each year”)
Rd 2 Interview Format (U.S.)	<ul style="list-style-type: none"> ▪ In office ▪ Generally 3 interviews, each with 1 case and 1 experience question ▪ Second rounds are normally conducted by APs/ Partners 	<ul style="list-style-type: none"> ▪ 15 minute chat with a Managing Director ▪ 1 hour case (30 minutes solo preparation, 30 minutes talking through the case with a vice president or managing director)

strategy&

Formerly Booz & Company

Firm Overview	<ul style="list-style-type: none"> Strategy& specifically recruits for specialists practices by both industry and function (see below)
What They Look For	<ul style="list-style-type: none"> NA
Career Hierarchy	<ul style="list-style-type: none"> Associate (Undergrad), Senior Associate (MBA), Manager, Director, Partner; expected to spend 2-3 years at each level
Staffing Model	<ul style="list-style-type: none"> National
Functional Specialties	<ul style="list-style-type: none"> Corporate Finance, Deals, Enterprise Strategy, Marketing and Sales, Operations, People and Organization Strategy, Product and Service Innovation, Technology Strategy
Industry Specialties	<ul style="list-style-type: none"> Aerospace and Defense, Automotive, Chemicals, Consumer Products, Energy and Utilities, Financial Services, Health, Industrials, Media and Entertainment, Oil and Gas, Private Equity, Public Sector, Retail, Technology, Telecommunications, Transportation
Rd 1 Interview Format (U.S.)	<ul style="list-style-type: none"> On campus Two interviews (usually a Manager or Director), each with short behavioral and a lengthier case
Rd 2 Interview Format (U.S.)	<ul style="list-style-type: none"> Usually in preferred office 15 minute chat with a Managing Director 1 hour case (30 minutes solo preparation, 30 minutes talking through the case with a Vice President or Managing Director)