



# BOOZ ALLEN: EMPOWER CHANGE WITH US

Fall 2020





OUR PURPOSE IS TO  
EMPOWER  
PEOPLE  
TO  
CHANGE  
THE  
WORLD

AND THAT STARTS  
WITH YOU.



OUR WORK HAS  
**TRANSFORMED** THE WAY  
ORGANIZATIONS **SERVE**  
CUSTOMERS AND  
CITIZENS, **KEPT**  
SOLDIERS SAFER ON  
BATTLEFIELDS,  
**FURTHERED** SPACE  
EXPLORATION,  
**DISRUPTED** HUMAN  
TRAFFICKING NETWORKS,  
AND **PROTECTED**  
CONNECTED CARS FROM  
CYBERATTACKS.



# BOOZ ALLEN AT A GLANCE

We bring bold thinking and a desire to be the best in our work in consulting, analytics, digital solutions, engineering, and cyber with industries ranging from defense to health, energy, and international development.

## FOUNDED

1914

## HEADQUARTERS

McLean, VA

## EMPLOYEES

27,200

*as of March 31, 2020*

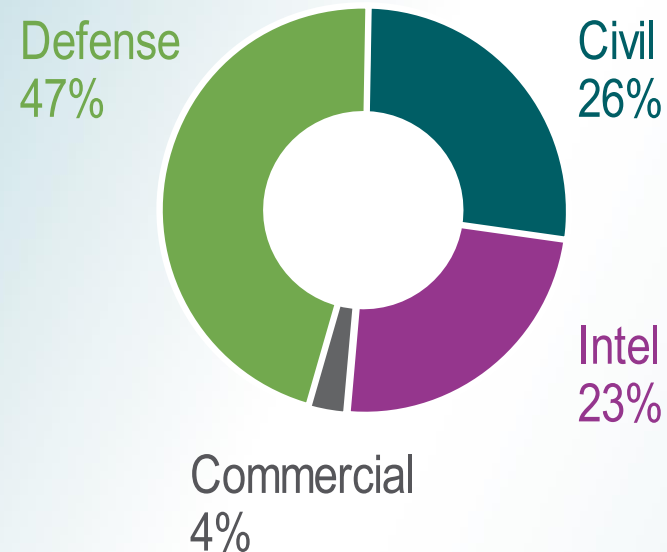
## REVENUE

\$7.5 Billion

*In the most recent fiscal year*

## OUR CLIENTS

We work with a diverse base of public- and private-sector clients across a wide swath of industries, in the U.S. and internationally.



## OUR PEOPLE

29%

*Are veterans*

55%

*of our leadership team is comprised of women*

10.5%

*of employees speak two or more languages*

20%

*of employees are under 30*

34%

*Hold one or more professional certifications*

44%

*Have advanced degrees (masters or higher)*

# OUR Team

Each of us have diverse backgrounds that come together for success in Data Science & Cyber Security within Booz Allen's Strategic Innovation Group (SIG)



Edith Pena  
Senior Lead Scientist  
[Pena\\_edith@bah.com](mailto:Pena_edith@bah.com)



Trey Hoffman  
SIG Staff Engineer – AI/ML  
[Hoffman\\_Thomas@bah.com](mailto:Hoffman_Thomas@bah.com)



Taylor Curro  
Senior Lead Technologist  
[Curro\\_taylor@bah.com](mailto:Curro_taylor@bah.com)



Arjun G. Raman  
Senior Lead Scientist  
[Raman\\_arjun@bah.com](mailto:Raman_arjun@bah.com)

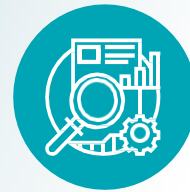
# OUR CAPABILITIES

Built on more than a century of management consulting heritage and drawing on the knowledge of thousands of technical experts, our capabilities blend the best technology with an unrivaled grasp of people and process.



## CONSULTING

Booz Allen supports both large-scale transformation and specialized problem-solving.



## ANALYTICS

Our team of data scientists thinks bigger, pushes further, and asks the questions others don't as we dare to transform business and society.



## DIGITAL TRANSFORMATION

We're solving today's most complex digital problems with ideas and expertise that take technologies and software products to another level.



## ENGINEERING

Pioneering next-gen tools & products with world-class engineering expertise centered in 27 labs across the U.S.



## CYBER

We protect our clients against the attacks of today, and prepare them for the threats of tomorrow.

# OUR PROJECTS

Within our five core capabilities,  
we serve a wide range of clients  
and missions.



Partner with a  
**pediatric hospital**  
to fight childhood  
diseases



Work with the **IRS** to  
save billions in tax  
fraud.



Connect a global  
community to our  
**national parks**



Work with the  
**Air Force** to protect  
our airspace



Study the minds of  
cyber enemies so  
**organizations** can  
fight back



# OUR PROJECTS

Within our five core capabilities, we serve a wide range of clients and missions.



Partner with a **pediatric hospital** to fight childhood diseases.

Work with the **FDA** to get drugs to patients faster.

Help the **Army** support wounded warriors.



Work with the **IRS** to save billions in tax fraud.

Help reduce auto theft and preserve **law enforcement** resources.

Adapt mathematical and predictive models to deliver **healthcare** insights.



Connect a global community to our **national parks**.

Help **veterans** get their benefits.

Ensure **overseas military** members can vote.



Work with the **Air Force** to protect our airspace.

Help build **battlefield** sensors.

Apply digital forensics to **automotive systems** to track criminals.



Study the minds of cyber enemies so **organizations** can fight back.

Defend **our nation's** infrastructure.

Protect the **mobile workforce**.



# OUR PRESENCE

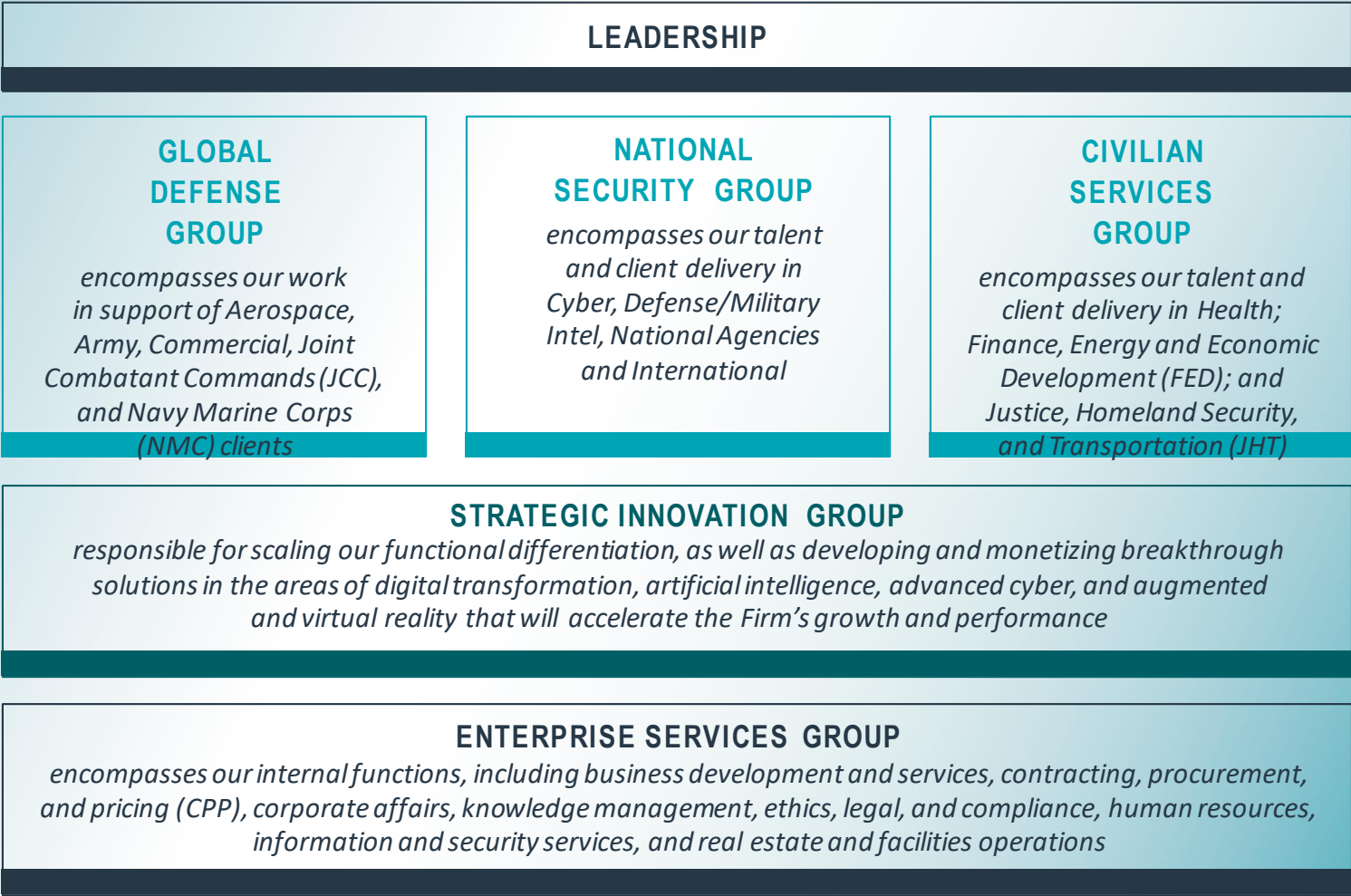
Our global presence extends to 400 locations and 20 countries. Established in communities far and wide, we offer hands-on support wherever our clients need it.

We also have five innovation labs throughout the country, which partner with startups, incubators, and investors to help solve our country's most complex problems.



# OUR ORGANIZATION

We’re always evolving—building value and opportunity by investing in technology sectors such as data science and analytics, digital solutions, engineering, and cybersecurity. We’re supporting those skills with investments in innovation—empowering our employees to be creative thinkers.



# OUR COMMUNITY IMPACT

Through corporate contributions, pro bono consulting, and a culture of volunteerism, we proudly support programs related to health, military families and veterans, STEM careers, education, and community resilience.



## How to contribute? That's up to you!

Through our Booz Allen Cares program, employees can find and share volunteer opportunities, apply for grants, record service hours, and more.

*Guided by strong values and a spirit of service, we reach beyond office walls to strengthen and enrich the communities where we live and work.*



"Volunteering ultimately comes down to three things: promoting positive energy, investing in our communities, and empowering people. If my time, words, or interactions can create an environment that encourages someone else to feel like they have the power to grow or to positively impact someone else's life then I am doing my part."— Brittany Hart



# AWARDS AND RECOGNITION

Industry peers, analysts, and media have recognized us for client service, innovation, company culture, social impact, and commitment to diversity and inclusion. Accolades include:

## INDEED.COM

*#23 of 50 Top-rated Workplaces;  
#13 Best Work/Life Balance, 2019*

## VAULT MAGAZINE

*#1 in Public Sector Consulting*

## FORBES

*#21 Best Employers for Women;  
#1 in DC Area*

## CONSULTING.COM

*#15 Best Consulting Firm  
in 2019*

## MILITARY TIMES

*#8 Best Company for Vets*

## WORKING MOTHER

*Two Decades on the 100  
Best Companies List*

## DISABILITY EQUALITY INDEX

*100% Score*

## HUMAN RIGHTS CAMPAIGN

*100% score on the Corporate  
Equality Index on policies and  
practices related to LGBTQ  
workplace equality*

## CAREERS AND DISABLED

*#10 Top 50 Employers*



OUR BE3  
PROMISE

**BE YOU.  
BE BOOZ  
ALLEN.  
BE EMPOWERED.**

When you commit to doing great work,  
driving business forward, and dreaming  
about what's next, you can forge your own  
path at Booz Allen.

That's our promise.





# BE YOU

## MEANS BRINGING YOUR BEST

We want to ensure that you have an inclusive work environment where you can thrive. Booz Allen is enriched when we are able to harness the power of our employees' collective ingenuity.

### PEOPLE OF BOOZ ALLEN SPOTLIGHT



#### BE CURIOUS & CONTRIBUTE

Proactively challenge yourself and your teammates to leave an imprint on the missions and clients you serve.



#### SELF IMPROVE & CONTINUALLY LEARN

Relentlessly seek out experiences that sharpen your skills and expose you to new ideas.



#### BE AN INDUSTRY LEADER

Maintain a brand of excellence in your field, both outside and inside the firm.



#### SERVE WITH VALUES-BASED CHARACTER

Act both as a compassionate competitor, and in the selfless service of the collective.



#### ADVOCATE FOR THE FUTURE

Promote and advance the capabilities and contributions of your team.



# BE BOOZ ALLEN

## MEANS EMBRACING OUR CULTURE

Our firm's purpose, values, and leadership philosophy provide transparency and consistency around what is expected of everyone at the firm, from consultant to partner. As a result, the firm culture highly values ethics, collaboration, and strong leadership.



### **PURPOSE-DRIVEN & VALUES-BASED**

A common purpose and set of values that are the bedrock of our actions and decisions.



### **CONSULTATIVE TEAM ENVIRONMENT**

A diverse collective of mission-focused peers to solve the world's toughest problems.



### **CONSISTENT LEADERSHIP PHILOSOPHY**

Leaders who exemplify our values and steward our people and the firm through a set of shared beliefs.



### **COMPETITIVE COMPENSATION & TOTAL REWARDS**

Competitive compensation and benefits packages include leading appreciation, development, and opportunity models.



### **STRONG BRAND & 100-YEAR LEGACY**

An original management consultancy, with a diverse portfolio and reputation that has stood the test of time.

# BE EMPOWERED

## MEANS HARNESSING OUR EMPLOYEE VALUE PROPOSITION

The EVP is an agreement between the firm and our employees—if our employees commit to bring their best selves to work and to live by the firm’s purpose and values, Booz Allen promises to help them own their experience, to learn without limits, and to enjoy the pursuit of a career and life that is meaningful to them.



### OWN YOUR EXPERIENCE

At Booz Allen, the most fulfilling careers go to those who take their chance and raise their hand, who learn along the way, who prepare for their next challenge, and who know their relationships make all the difference.



### LEARN WITHOUT LIMITS

We provide our people clear access to the latest thinking, the latitude to learn how they prefer, and the pathways to apply their knowledge and unlock new doors. Our employees know their decision to jump between missions, to stay their current course, to enroll in certifications, or to develop new skills will be valued equally.



### ENJOY THE PURSUIT

It’s our responsibility to ensure our people can own, take pleasure in, and benefit from the pursuit. This responsibility extends beyond an established culture that demands integrity, inspires courage, incentivizes ingenuity, promotes feedback, and rewards heart. It also includes flexible, personalized, and respected benefits they trust will support their life goals, too.

# OWN YOUR EXPERIENCE

Booz Allen's mission is to match our people's ambition by providing them with everything they need to craft the experiences they want. The firm clarifies and amplifies the opportunities our employees have so that they can move from where they are to where they want to be.



## ACCELERATOR

The firmwide Accelerator provides personalized assistance to employees who are searching for new opportunities. It also helps leaders find and place skilled talent on their projects.



## PERFORMANCE MANAGEMENT

Booz Allen solves the performance management puzzle by knitting together four key pieces—relationships, feedback, goals, and career planning. These pieces form a cohesive career map that evolves with employees' aspirations.



# LEARN WITHOUT LIMITS

We help employees develop the confidence to change the world through skill building. Booz Allen empowers this through a number of learning opportunities that allow our employees to become the functional expert or leader they want to be. Two programs enable this kind of skill building:



## EVANSTON PROGRAM

This is our leadership development program. Like leadership itself, the Evanston Program isn't a place, it's a cultural journey of formal training, of practiced application, and of recursive feedback that inspires leaders to be themselves, to be empowered, and to be Booz Allen. The Evanston Program is for leaders who want to change the world.



## EXPERT'S PROGRAM

The Expert's Program delivers personalized learning experiences that empowers our people to do their best work and become a functional expert. Through curated content set to their preferences and tuned by award-winning instructional design and industry partnerships, employees can sharpen their technical skills, develop across disciplines, and be at the center of the conversation.

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**BENEFIT  
HIGHLIGHT: FLEXED**  
*Flexible Education (FlexEd) is a Booz Allen education benefit that allows you to receive funding from the firm for external, voluntary training and development opportunities.*

# ENJOY THE PURSUIT

We appreciate our employees for who they are and all that they do. We've invested in a respected compensation and benefits package that empowers our employees (and their families) to live their best lives. Two programs do this at the firm:



## POWERUP

This is our total wellness program and it promotes the complete well-being of our employees—physically, financially, and emotionally. There are opportunities for employees to earn firm-provided cash contributions for their health savings accounts (HSAs) or paycheck by participating in various wellness challenges throughout the year. Program highlights include:

- Debt Management course + quiz
- Steps Challenge (with a \$50 credit toward a Fitbit to track steps)
- Emotional wellness challenge
- Spouses/domestic partners are encouraged to participate and earn wellness dollars, too!



## GET REWARDS

This program encapsulates all of the benefits the firm offers—many of which compound the longer an employee stays with Booz Allen. Program highlights include:

- Healthcare plans—Booz Allen subsidizes family healthcare coverage more than the average company
- Living Our Values Every Day—Our appreciation platform ensures employees are recognized for their contributions in a variety of ways
- PTO/Leave Programs—The firm offers disability leave, paternity leave, leave sharing, and military leave.

# HOW TO APPLY

## A MULTI-STEP PROCESS

1. All students must create a profile and apply through our career sites, Workday. Applications are reviewed/interviews will be scheduled on a rolling basis and positions will stay open throughout the Fall 2020 semester.
2. You can find the available positions below in Workday to review:
  - **Cyber Security Consultant (Full-Time)**
  - **Data Scientist Consultant (Full-Time)**
  - **Data as a Service Architect (Full-Time)**
  - **Digital Solutions Developer (Full-Time)**
  - **General Management Consultant (Full-Time)**
  - **Systems Engineer (Full-Time)**
  - *We are currently evaluating Summer 2021 Internship needs and hope to have an update soon for those looking for a summer internship!*
3. Send an email to [raman\\_arjun@bah.com](mailto:raman_arjun@bah.com) or provide your resume to submit through GRIDs. We'll collect, review and coordinate with HR and Recruiting. If you have any questions, please feel free to reach out.
4. If you are selected for an interview, a brief phone screen will be completed by our recruiting team to confirm eligibility requirements
5. Upon completion of the phone screen, the campus recruiting team will contact candidates to schedule virtual interviews if there is interest



**QUESTIONS?**



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