

## INDUSTRY OVERVIEW

Consulting is both an industry and the act of helping companies analyze existing arrangements and develop plans for business improvements. Companies may enlist a consultant for a variety of reasons, some of which might be to obtain outside advice on an objective and/or access to a set of skills or knowledge not currently available in the client's company. Due to consultant's exposure and relationships with numerous organizations, consulting firms are also said to be aware of industry "best practices". Consultants generally bring their own methodologies or frameworks to guide the process, and to serve as the basis for recommendations.

Some services that a consultant might provide across industries are:

- Change management assistance
- Coaching
- Technology implementation
- Strategy development
- Operational improvement

## SKILL REQUIREMENTS

- A solid understanding of business
- The ability to listen and communicate effectively with clients
- Effective networking skills
- Sales skills to retain and attract new business
- Good interpersonal skills
- Analytical skills
- Ability to synthesize
- Creativity
- Strong initiative
- Effective team work skills
- Strong presentation skills
- Becoming an industry specific expert is beneficial

## RECRUITING DETAILS

- Grad recruitment primarily starts in the fall
- Attend networking and panel discussions to gather information and make connections
- Employers look for strong academic standing and financial interest and abilities

Consulting interviews tend to be Case and Behavioral based. Employers want to know how you handle complicated situations, how you manage multiple tasks simultaneously, and how quickly you can react and come to a logical solution.

## TYPICAL JOB TITLES

- Consultant/Sr. Consultant/ Principal Consultant
- Project Manager/Engagement Manager
- Business/Financial Analyst
- Research Analyst

## RELEVANT WEBSITES

- <http://acethecase.com/>
- [www.managementconsulted.com](http://www.managementconsulted.com)
- [www.vault.com](http://www.vault.com)
- [www.consultingcase101.com](http://www.consultingcase101.com)
- <http://talentegg.ca/career-guides/consulting>
- [www.stormscape.com/inspiration/website-lists/consulting-firms](http://www.stormscape.com/inspiration/website-lists/consulting-firms)

Most consulting companies will have a section on their website dedicated to the consulting practice and interview prep. Here are some organizations that offer consulting services:

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|-------------------------------|-----------------------|
| • Accenture                   | • IBM Global Business |
| • Aon Consulting              | • KPMG                |
| • Barrington Consulting Group | • McKinsey & Company  |
| • Boston Consulting Group     | • Mercer LLC          |
| • CGI                         | • PwC                 |
| • Deloitte Consulting         | • Towers Watson       |
| • Ernst & Young               |                       |

## CAREER & RECRUITMENT SPECIALIST – CONSULTING

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