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As a member of our consulting team, you’ll work alongside some of the world’s top minds on cases that reshape business, government, and society. You’ll collaborate on challenging projects with team members from many backgrounds and disciplines, increasing your understanding of complex business problems from diverse perspectives and developing new skills and experience to help you at every stage of your career.

One of the things I appreciate most about BCG is that we’re constantly challenging and reshaping our approach to diversity and inclusion. I see the impact of our D&I commitment in every class of hires across all our offices, in the time and resources dedicated to our diversity networks, and in my teams. BCG is a company that talks the talk and walks the walk.”

Heba Ansari
Consultant / Chicago
To truly live, you need to live without limits. A career at BCG can take you virtually anywhere you want to go.”

*Sylvia Sonneveld*  
Partner & Managing Director / São Paulo

“The best thing of BCG is the environment. At BCG, we have the chance to work with very smart people, for top-tier clients, on challenges that are very intellectually stimulating! Since I came to BCG, the phrase "Nothing is impossible" has never been so true.”

*Aude Valetduie*  
Project Leader / Paris

“The secret of joy in work is contained in one word—excellence. At BCG we truly deliver that with exceptional colleagues.”

*Pallavi Malani*  
Principal / Mumbai
OVERVIEW OF BCG TODAY

40% of our firm’s global staff are women.

More than 90 Offices in 50 Countries

BCG retains women and men at equal rates, at all career stages.
Women are critical to our firm’s senior leadership, representing over 35% of our Executive Committee. Almost 20% of our firm’s leadership is made up of women. Over 35% of new joiners on the global consulting team are women... with a goal to get to 40%. Our goal is to sustain this.
Our leadership is deeply committed to the success of all BCGers

“One of our highest priorities is advancing our Women@BCG agenda: increasing the number, success, and satisfaction of women at BCG. We are encouraged by our progress and excited about what the future holds as we enhance opportunity, experience, and work-life integration for all our people.”

Rich Lesser  President & Chief Executive Officer / New York

“As global head of one of BCG’s fastest-growing practice areas, it is one of my highest priorities to help our women develop, build their expertise and thrive.”

Pia Tischhauser  Senior Partner & Managing Director, Global Leader of the Insurance practice / Zurich
As global leader of the People team, I believe that all diversity, including gender diversity, is critical to the success of our business, the impact we are able to achieve for our clients, and the satisfaction of our people. I believe that supporting all BCGers, and structuring ways in which they can be and bring their best, is simply important and right.

**Matt Krentz**  
Senior Partner & Managing Director,  
Global People Chair / Chicago

“Women@BCG is not a this-year thing, it has been a thing at BCG for as long as I can remember. Imagine being in the Executive Committee of BCG where one-third of the room are women. It creates the platform upon which innovation and adaptation operate.”

**Miki Tsusaka**  
Senior Partner & Managing Director,  
Global Chief Marketing Officer / Tokyo
Apprenticeship is essential to who we are and how we work. BCG is an environment where you can develop and grow with the support of training programs and a dedicated mentor that are tailored to your individual needs. BCG provides regular and extensive strengths-based development, training, and coaching to support your growth throughout your career.

“We are a people business and foster a culture of apprenticeship all the way through the firm. For example, our project leaders and principals spend a considerable amount of time working with their teams as a group and individually to support personal development and growth. This high-touch model is engrained in the way we work and helps build our next generation of leaders.”

Shilpa Patel, Partner & Managing Director / London

“Development opportunities were the key driver to my choosing to join BCG. Senior managers regularly take the time to talk through a new skill or area for development, then create opportunities to practice it and share real time feedback. I have grown tremendously both professionally and personally.”

Jessica Rabie, Project Leader / Chicago
MENTORSHIP

BCG has successful role models at different levels of seniority, who create an active network of commitment and support for career success. Through mentorship and leadership commitment, we support each and every BCGer’s goals and ambitions.

What I have come to love about BCG is that there is room for EVERYONE to succeed. You are guided on this lifelong path of personal and professional growth by a network of bright individuals who selflessly support you along the way.

Adaku Ibekwe, Consultant / Los Angeles

In the Energy practice, we have introduced a mentoring program in which each female manager has a personal career "sponsor" from the leadership team. The most encouraging thing is that we have a very strong pipeline of women.

Iván Martén, Senior Partner & Managing Director / Madrid

I’ve had a mentor since my first day. She has helped me find stretch opportunities for my development, and been someone I can always turn to.

Teresa Ko, Associate / Madrid
INTERNATIONAL OPPORTUNITIES

Through BCG’s mobility programs I’ve been given the opportunity to move from Singapore to Chicago where I am earning my MBA. This experience is enabling me to broaden my skill set and enrich my network.

Genevieve Soh, Consultant / Chicago

Working in Sweden has been truly transformative for me—I found a new practice area and partner group that really complement my interests and strengths, a new country that I love exploring, and my life partner. Life would have been completely different without the Associate Abroad program!

Sara Paccamonti, Project Leader / Stockholm

I was lucky to transfer to Sydney as part of the Ambassador program. It was amazing to see the similarities and differences that exist halfway around the world. It has given me a greater appreciation of what it means to be a BCGer.

Ugwechi Amadi, Principal / Washington D.C.
PTO

PTO (predictability, teaming, and open communication) is BCG’s global innovative program, developed in partnership with Harvard, that helps make your work easier to predict, your schedule easier to plan, and your career more satisfying long term.

PTO establishes a detailed roadmap for each BCG project with transparent working norms and priorities for each team member; and provides a forum for sharing team member progress and needs.
Topics like responsibilities, communication and workload in the team are discussed as soon as they surface. My team members are open and empathetic during the PTO sessions and want to find the best way forward.

Mireille van Dongen, Associate / Amsterdam

PTO urges the case leadership to prioritize work and keep work-life balance in mind. This really helps given the challenging nature of consulting.

Yushan Jiang, Associate / Beijing

PTO has made my case experience better by being very concrete in finding solutions to issues that arise: from small things like changing the timing of meetings to larger ones like clarifying scope. It is also great to feel that, as a team, we can discuss openly anything and, as an individual, I have people who care about my experience.

Chloe Marceau-Gosselin, Associate / Montréal
As the mother to a growing young family, it has been important to me to work part-time whilst continuing to develop deep client relationships and take on leadership roles. Flex has been a key part helping me to make sure that I could be successful, and give of my best, along all the different dimensions of my life.

Anna Green, Partner & Managing Director Office Leader / Sydney

Through Flex, I’ve been able to pursue my passion for golf. I recently won the U.S. Women’s Mid-Amateur championship.

Lauren Greenlief, Project Leader / Washington D.C.

Over the years as my sons have grown up, I have hugely valued the fact that I work part-time and can make sure that as my career thrives, so does my family.

Miguel Ortiz, Senior Partner & Managing Director, Head of European Insurance Practice / London
Flexibility@BCG is available for all of our BCG employees and allows employees to raise families, pursue personal passions, and live balanced lives—all while doing the work they love at BCG.

Our Flexibility@BCG approach offers you enhanced work options and the ongoing support to manage them. For those who would like to participate and are eligible, the options are these:*  

**FLEXTIME**  
Part-time arrangements to reduce weekly work hours. BCG will help you design a model that meets your individual needs and career ambitions.

**FLEXLEAVE**  
Opportunity to take an additional block of time off during the year.

**FLEXPATHS**  
Access to a large selection of experiences to further your personal and professional development. These may consist of social impact secondments, work abroad, leaves of absence, or courses leading to advanced degrees.

* Options and names may be different in each office.
The Women@BCG Program

Through Women@BCG, we offer global best-in-class career development, mentorship, training, and networking programs to help you excel—personally and professionally. We also organize a diverse set of conferences, meetings, and events to connect you to other successful women and provide you with social and networking opportunities.

“... Our yearly Women@BCG conference is a great way to interact with our leadership and ask them our most burning questions, get tips from very successful women in business, and not the least, to reconnect with good BCG friends from other offices. Every year I look forward to this great reunion!”

Cécile Novion, Project Leader / Bogotá

“I am continually impressed by BCG’s commitment to Women@BCG, which aims to empower women across the company to fulfill their potential. From the day I joined BCG, I have been welcomed and supported beyond my expectations.”

Leila Hoteit, Partner & Managing Director / Dubai

“BCG puts a lot of effort into affiliation and making sure women feel surrounded by other interesting, passionate, and creative women who they can leverage as role models.”

Sandra Idehen, Principal / Lagos
ONE BCG
MANY PATHS

BCG provides an unlimited opportunity for growth. There are numerous models for success and many examples of women at BCG taking the initiative and staking out new terrain. This is a firm with many paths, and you can choose which one you want to follow—or create your own.

“I love this quote from Thomas Jefferson as it represents what I have learned at BCG: ‘If you want something you've never had you must be willing to do something you've never done!’

Andrea Sandorova, Associate / Prague

Andrea holds a master’s degree in financial economics and macroeconomics and forecasting from CERGE-EI in Prague. Before joining BCG, she completed her summer internship with the firm and was also a member of the winning team at the BCG Strategy Cup.

Judith’s initial career plan was to become a diplomat. She holds master’s degrees in history and German and French literature from Ludwig-Maximilians-Universität in Munich.

Women on my teams consistently say that BCG provides a more level playing field for them to rise through the ranks.

Judith Wallenstein, Senior Partner & Managing Director / Munich

The pace of learning and growth in consulting is unmatched anywhere else in the industry.

Aparna Bharadwaj, Principal / Singapore

Aparna started her career with Coca-Cola in India. After rotating through multiple roles then going to business school, she joined BCG where she enjoys the steep and constant learning curve.
Nishi holds an industrial engineering degree from Georgia Tech. She intends to use her experience and skills to create an impact through education reform.

Lauren holds a degree in "science business" (premed) and a supplementary major in French from the University of Notre Dame. She came to BCG hoping to better understand how science and business intersect, and her wish has come true. More recently, she has fallen in love with the fascinating, relatable, and ever-changing consumer space.

What I like the most about BCG is that early on in your career you get to really sit at the table and contribute to get major things done. You are part of a team that is committed to generating value an impact with our clients every day.

Ana holds a bachelor degree in chemical engineering from Tec de Monterrey. Before joining BCG, she was an intern at Ternium in the marketing division working on distribution channels.

The most fun, interesting, and important experience I’ve had at BCG was attending a boot camp circle training with the whole team—from visiting associates to partners—with the tough instructor counting the pushups of the visiting associates versus those of the partners. You can guess who won!

Nicole holds a civil engineering and business administration degree from University of Leipzig and an MBA from Kellogg School of Management.

Early on at BCG, I learned that 80% of delivering your message effectively is putting yourself in the audience’s shoes. The remainder is tailoring it accordingly.

You can add tremendous value at BCG by being authentically you. Seek to intimately understand your strengths, and don’t be afraid to use them—you’ll surprise yourself and inspire others with your courage.

Lauren Jensen, Principal / Minneapolis

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Ana Luisa Guerra, Consultant / Monterrey

Nicole Voigt, Partner / Düsseldorf

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Nishi Anand, Consultant / Atlanta
Our alumni lead organizations

We believe that every case is a new challenge and a new opportunity to grow. This focus on constant learning helps you to turn your enterprising spirit into global success in life beyond BCG.

Alumni network approaching 20,000
AWARDS

We are proud to be recognized both for the excellence of our work and for the opportunities for personal growth that we provide to our employees.

Numerous independent organizations have recognized BCG.

**GLASSDOOR’S BEST PLACES TO WORK**
BCG is on the Best Places to Work list for 2018, earning a Glassdoor Award, which relies solely on the input of employees.

**FORTUNE’S 100 BEST COMPANIES TO WORK FOR**
For the seventh consecutive year, BCG has been ranked in the top five of Fortune’s “100 Best Companies to Work For”.

**CONSULTING MAGAZINE’S BEST FIRM TO WORK FOR**
For the third consecutive year, BCG is ranked number one on Consulting magazine’s "Best Firms to Work For" list.

**WORKING MOTHER’S 100 BEST COMPANIES**
In 2017, Working Mother magazine named BCG one of its “100 Best Companies” for parents in the US for the eleventh time.

**FORTUNE’S BEST WORKPLACES FOR PARENTS**
In this award’s inaugural year, Fortune has ranked BCG as one of the top workplaces for parents, an honor that reflects our commitment to flexible scheduling and supportive coworkers.

**HUMAN RIGHTS CAMPAIGN AWARD FOR WORKPLACE EQUALITY INNOVATION**
For the tenth year, BCG received a perfect score on the Corporate Equality Index, recognizing equality for lesbian, gay, bisexual, and transgender employees.
Consulting magazine has consistently awarded BCG women for their influence and leadership skills.

**WOMEN LEADERS IN CONSULTING**
- WENDY WOODS
- ROSELINDE TORRES
- CAROL LIAO
- MICHELLE RUSSELL

**TOP 25 CONSULTANTS**
- MIKI TSUSAKA
- SHARON MARCIL

**LIFETIME ACHIEVEMENT**
- ANTONELLA MEI-POCHTLER
- SANDY MOOSE
WANT TO LEARN MORE ABOUT WOMEN@BCG?
Please visit us at:
http://on.bcg.com/womenatbcg

WANT TO JOIN ONE OF OUR EVENTS?
To learn more about BCG and our activities on a campus near you, or to apply, please visit www.bcg.com

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