Grow Further.
The Boston Consulting Group (BCG) is a global management consulting firm and the world’s leading advisor on business strategy. Founded in 1963, BCG is a private company with more than 75 offices in 43 countries—a purpose-driven firm with a mission and passion to be the partner of choice to transform business and society.
If I look back on who I was compared to who I am now, I have become a completely different person—in only a decade. This transformation would not have been possible without BCG and its unique culture—a culture that is built on the power of individuals, a shared sense of purpose, and a real passion to change the world.

BCG’s uniqueness becomes tangible in the way we work: We are partners for our clients. We fundamentally question what is going on, create an individual solution to each business problem, and work together with our clients to build more capable organizations and secure lasting results. We value each team member’s contribution, whether they are the most senior or just starting.

This is an incredibly exciting time to have a career in consulting—the world is changing quickly, and companies are looking to BCG for advice on how to weather the turbulent economy and win as it turns around. We invite you to learn more about us.

Mel Wolfgang
Global Recruiting Officer
Senior Partner and Managing Director
At BCG, your talent and ambition are just the starting point for a life-changing experience in which you will grow personally and shape the future of many companies.

You Will Create Lasting Impact
The best companies in the world trust BCG to help them solve their toughest challenges. Our customized approach combines deep insight into the dynamics of markets and competition with the ability to realize change in close collaboration at all levels of the client organization. As partners, we help our clients transform their businesses and stay one step ahead of the competition.

You Will Grow Further
BCG is growing, and our growth creates a path for yours: broader choices, faster learning, and rapid advancement. “Grow Further” is not just a promise, it is a belief that is deeply rooted in our people processes, in the way we work, and in our leadership approach.

You Will Thrive in an Environment of Creativity and Performance
BCG is more than an award-winning workplace—it is an unparalleled environment to create your own success story. Challenged by mentors and supported by our teams, you’ll learn while working with the most diverse group of exceptional individuals.
Shaping a better world—through the success of our clients and our people—is more than our mission. To all BCGers, it is our shared sense of purpose and the way we measure the impact of our work. That is why the best organizations in the world trust us.

What Makes Our Work Unique
As a trusted advisor and partner, we team with our clients to solve their toughest, most challenging issues. Our deep industry expertise and leadership philosophy help our clients navigate an ever-changing and interconnected competitive business environment. As a team, we are able to deliver strategic insight and make our clients’ organizations even stronger and more capable, and as a truly global organization, we are able to serve our clients with the same quality and uncompromising attitude in every part of the world. That is why our client relationships are long-lasting and based on deep trust: Nearly 90 percent of BCG’s global business comes from repeat clients, with 40 percent of these relationships exceeding 10 years.

While much of our work is in support of commercial organizations, our aspirations are much greater. Our industry and functional expertise impacts society at large: We help social entrepreneurs and humanitarian organizations become more effective. For instance, we partner with the World Food Programme, Save the Children, Teach for All, and many other local and global organizations working to improve global health and development.
Why and How It Matters to You
We believe that our people are essential to our continuing success. Therefore, we offer them the best platform for their personal growth: Since 1990, we’ve grown at an industry-beating 15 percent annually, building on our strengths in every market in the world. In the last six years alone, we have added more than 12 new offices and have multiplied the number of industry and functional practices and topics in which we have world-leading expertise. This growth has enabled us to double our revenues. It is by winning with our clients that we create rich opportunities for our people. And we invite you to join BCG and become a part of our winning team.

This brochure is a small window into what makes BCG special. It is also your invitation to experience our unique world in a more personal, individual way by getting to know great leaders that make up the BCG team. Despite an amazing diversity of backgrounds and personalities of our global team, there is a distinct “BCGness” throughout the world. At BCG, we promise you unparalleled growth in an inspirational, high-energy environment where you can be yourself. Discover BCG and unlock countless endings to your own unique success story.
Any time that you understand the system, understand its legs, understand its feedbacks and its sensitivities, understand it completely, you can intervene in it.

Bruce Henderson, founder and first CEO of The Boston Consulting Group (1964)
50 years ago, BCG started the strategy revolution: We were the first to combine the power of data-driven insight into the fundamental success factors for companies with a customized approach to achieving change. We believe in the power of strategic transformation, not in incrementalism.

Our founder and first CEO, Bruce Henderson, created the foundations of strategy consulting by systematically analyzing and understanding the key elements that determine a company’s fate. He was passionate about figuring out how the world works and how one company achieves an advantage over others. His vision of creating lasting impact through sustainable competitive advantage is still at the core of whatever we do. Henderson’s mission has led BCG to establish a series of breakthrough concepts which have shaped the future of businesses and even industries. And today, more than ever, we continue to revolutionize business thinking. Our heritage of thought leadership continues: For the second time in a row, BCG was awarded the Thought Leadership Award by SOURCE for Consulting.

Our work changes the success trajectories of organizations, industries, and society—and maybe yours? Are you ready to help leaders change the rules of the game, not just play better?
The success of our clients, our people, and our company is built on custom insight and open collaboration, stripped of templates, pretense, and hierarchy. And when we implement solutions together with our clients, they stand up to the test of real-world competition. This is why our clients outperform, our ideas become business principles, and our people grow to achieve diverse greatness, from a Grammy-winning vocalist to the CEO of Pepsi. We will provide an unmatched platform for you to grow further—through many different experiences.

**Challenge Your Mind**
You will work on challenging topics in an intellectually stimulating environment, coached and inspired by the best business minds within BCG and at the client.

**Rise Among Leaders**
Together with other top talents, you will develop the leadership skills to excel in a rapidly changing, highly networked, multi-stakeholder global business environment. You will grow into a responsible leader and learn to make a difference within BCG and beyond.

**Chart Your Own Course**
You will have many choices to make and we will support you in navigating your individual path to success and becoming a truly global citizen.

Your personal growth is our shared goal. How far will you grow?
“A punch between the eyes.” That’s how our founder described the ideas BCG would pioneer. Portfolio strategy. Time-based competition. Workonomics. Richness versus reach. Trading up. Ideas that drive sustained advantage. Ideas that change clients, industries, and even society. But why should this matter?

Markets reward companies—and leaders—who find a different and better way to compete. Borrowed answers and undifferentiated strategies achieve only parity. At BCG, we aspire to outperform.

Our track record of achieving advantage and generating strategic insight requires, and inspires, your best. At BCG, you’ll be challenged to find the innovative answer for your clients and you will work alongside them to make it happen. You will look at new and old information with fresh eyes; from your different perspective, you will see the unexploited segment, the competitive niche, the better operating model. Here, the definition of the problem and the best way to approach it are not the foregone conclusions of others. They belong to you and your team.

Does this sound like a challenge? Does it sound like you?
RISE AMONG LEADERS

What does it take to succeed in today’s ever-changing and interconnected global business environment?

Can you deliver impact through collaborative change to make clients’ organizations even stronger and more capable?

Will you be able to achieve influence and drive consensus at all organizational levels?

At BCG, from day one you will not only increase your knowledge and experience but will also receive inspiration from the best role models. You will learn how to achieve influence, build consensus across stakeholders, and lead teams to thrive. You will work alongside client executives and BCGers—exposed to what may be the world’s best business minds. We invest heavily in you to build your capabilities, coaching you in everything from analytics to presence. The leadership skills you’ll gain at BCG will allow you to embrace uncertainty, chart a course, and navigate through change and the most challenging situations.

Within and beyond BCG, our people make a difference for organizations—for the world—because of the leaders they became while here.
How is a career that is touched by BCG different from one that is not?

BCG has more than 15 industry and functional areas with a proven record of business leadership. We have over 75 offices—from Abu Dhabi to Zurich. Our family of more than 14,500 alumni boasts leaders in every field and endeavor. Together, these form endlessly branching roads of opportunity.

This is just part of the answer. Your growth depends not only on your options, but also on how you are supported in navigating them. BCG stands for individual respect and self-determination. Whether your ambition is fixed or forming, BCG will help you get there. We encourage both those who forage as generalists and those whose passion leads them to specific areas of expertise.

Are you ready to create your own path to success?
WHAT IS LIFE LIKE AT BCG?

We have an unwavering commitment to independence and open partnership. We believe in the power of diversity, entrepreneurial freedom, respect for the individual, and flat hierarchies.

Your colleagues and mentors will always encourage constructive dissent, an exchange of ideas, and a quest to expand the art of the possible.

BCG is a recognized leader in providing a great work experience. Our groundbreaking concept of “Sustainable Intensity,” for example, has allowed us to create the highest value for our clients while keeping workloads predictable for our people.
WHO ARE WE LOOKING FOR?

You don’t have to fit into a mold at BCG. We have never bothered to create one. Though our backgrounds differ, we all share common qualities and aspire to catalyze change in clients, industries, and society:

**Relentless curiosity**—curious minds drive change. Do you see patterns in the challenges faced by businesses? Wonder why one competitor thrives while others fail?

**Path finding**—we are looking for people who can discover paths through the unknown. Can you draw insight from ambiguity? Convert the energy of disagreement into a solution?

**Leadership**—a path isn’t useful unless you lead others to it. Can you persuade with facts and empathy? Convince colleagues and clients at all levels? Bring traffic to the road less traveled?

**Strong drive and passion** to deliver impact through collaborative change—curiosity, path finding, and leadership are brought to life through impact. Can you demonstrate the results of your ambitious ideas and bring positive change to organizations?
At BCG, no two career paths are the same. We provide the structure to ensure success and the flexibility to accommodate your needs. We offer formal training to support you and informal challenges to stretch you. No matter what path you choose to follow, BCG will offer you unparalleled career development opportunities.

Your starting point at BCG depends on your academic and professional background. As a new hire, you would typically join BCG as an Associate or a Consultant. After gaining sufficient experience and expertise, your career path could lead to being a Project Leader, later a Principal, and perhaps eventually a Partner in the company.

We understand that not everyone comes to BCG with the goal of partnership. Upon joining, you become a lifelong member of a unique global community. You might see BCG as a foundation for a career outside consulting. We provide support to our alumni to ensure their continued success.

**Training & Development**

BCG offers you a unique, fast learning experience—on the job and through trainings. Our career advisors and mentors will guide and support you throughout each career step.
Throughout your time at BCG, you will be guided through the process by a world-class career management structure.

We spend about $10,000 annually per consultant on training and coaching. You can further learn from our global experts with BCG’s state-of-the-art e-learning platform, which has more than 600 custom modules. But the most powerful training takes place on the job, through the daily coaching and inspiration you receive within the BCG teams.

**International Opportunities**

BCG has more than 75 offices in 43 countries—with opportunities to work abroad through case experience, temporary transfers, and our Ambassador program.

**Sustainable Intensity**

Consulting is challenging. We believe that a balanced work-life attitude is a prerequisite for better quality and continued success and make sure to deliver maximum client impact with sustainable work intensity. Together with the Harvard Business School, we have redefined how our consultants work.
I’ve been telling myself for years that I’d leave BCG when I stopped growing intellectually, but the learning has never stopped.

Jeanne, Partner & Managing Director
WHERE LEARNING NEVER STOPS

I joined BCG because I wanted to learn about different industries and business disciplines, broadening my practical experience base and problem-solving tool kit. From the time I started in Chicago as a summer intern to joining full-time in New York after my MBA to spending a year abroad in Belgium, I’ve had a whirlwind journey, working in consumer goods and retail, health care, and financial services. Now a Partner and Managing Director in the Financial Institutions practice area, I continue to be amazed by the intellectually invigorating and multifaceted environment at BCG. I have made a career for myself by following both my head and my heart—not a trivial feat for someone who partners regularly with executive management teams on BCG projects while working on a reduced schedule as a mother of two children under the age of eight.
Consulting at BCG is tough, but there’s nothing more rewarding than working with smart, driven people on successful cases.

Scott, Principal
My background is in computer science, so I am used to looking for the right answers to problems, but BCG has helped me develop wider communication skills to really make an impact with clients. One of my cases involved working with an airline maintenance organization. There were many different constituent groups—from executives to maintenance workers—who had to embrace our recommendations. I was able to communicate with all of these groups. This resulted in significantly increased productivity, saving the airline millions of dollars annually.

My latest challenge is taking part in the Experience Middle East program, where I’m learning to work effectively in a different business culture. But no matter where I am, my BCG colleagues remain my community, both intellectually and socially. Together with them, I can accomplish more than I thought possible at school.
Aspects of this job change frequently. The constant is that I feel challenged, supported, and inspired.

Ellen, Project Leader
I chose consulting to be able to advise senior executives and to lead. I chose BCG because I knew that colleagues in my home office would invest in me—having that personal connection was a huge factor in my decision. The Principals and Project Leaders act as coaches, helping to navigate the client environment and push the analyses, but also giving everyone space to learn and own their work. As I grew, I was supported not only by my teammates, but also by the diversity and women’s mentoring networks, and by my mentors in the Atlanta office, who have helped me develop and counseled me through tough situations. These relationships, built on trust and a mutual interest in my success, have been integral to my career development and progression.
BCG isn’t about just developing the strengths you think you have. The sky is the limit.

Andrew, Principal
WHERE GROWTH IS LIMITLESS

Working with top clients at the highest level and with new challenges every day makes being at BCG a unique experience. A collaborative environment that is respectful of individuals allows everyone at BCG to develop to, and stretch, the limits of their potential.

As I have progressed through my BCG career, I have developed from an Associate to a Project Leader, and now to a trusted business advisor for senior management. In addition, I continually confront new challenges in my projects, having worked on everything from strategic planning to large-scale transformations to tactical execution support. This career progression and variety of project work means I am always growing professionally and personally. It has been a truly rewarding experience.
My decision to join BCG was driven by the realization that at BCG there is no single path to success.

Kristin, Project Leader
I trained in art and clinical research, so I thought my path into consulting would be a bit atypical. As I came to know BCG, I realized I’d be happiest building a career in such a highly personal environment where my atypical background would be viewed as an asset, not an obstacle.

Since joining BCG, I’ve received the coaching and tools to build on my unique background and grow even further. Even this early in my career, I have seen the impact of our diverse perspectives on clients.

One of my clients recently noted the continued relevance of work we completed with him over a year ago. The BCG team included people from four continents who spoke five languages and had backgrounds ranging from business to science. Together, we created a body of work that continues to have impact, due in part to the richness of our collective experience. I still reflect on that case and think, “Wow, we did that!”
There are many big problems in business and around the world. And I personally believe that BCG is and will continue to be part of the solution.

Neil, Partner & Managing Director
I find that the great joy and challenge of consulting is that the answers are never in a book or somewhere online. Each business problem we address is, by definition, extremely challenging and, by the nature of the industry and company context, distinctive. The excitement that I feel from continually having the opportunity to tackle the most challenging problems in business still enriches me every day. Knowing that the answer will come only from working closely with BCG and client team members to discover a unique solution together really adds to the mental challenge and sense of accomplishment.

Before I joined BCG, I worked for another consulting firm and an investment bank. Although I enjoyed the project-oriented nature of the work and the constant challenge of learning new things, I firmly believe that BCGers are the most passionate about driving real insights and changing the way companies and industries operate.
While we are looking for candidates with broad knowledge and excellent academic records, we welcome applicants from a wide variety of backgrounds. It is the diversity of our teams that enables us to make a difference for our clients on a daily basis.

Students: We are looking for top performers from any academic discipline to join us, whether you’re currently pursuing an undergraduate degree, master’s degree, MBA, PhD, MD, or other post-graduate degree. Internships are also available.

Current professionals: We welcome those who have already graduated and are currently working.

In all cases, your starting position will depend on your education and experience.

You can apply online at www.bcg.com/join_bcg
To learn more about BCG, our activities on a campus near you, or to apply, please visit www.bcg.com.

To read BCG’s latest insights, analyses, and viewpoints, please visit us at bcgperspectives.com and follow us on Facebook and Twitter.

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