

**Be Brave.  
Drive Change.**

***ATKearney***



# Contents.

## **01. Welcome**

By Jurgen van Weegen

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## **02. A global firm with a friendly face**

Get to know our company

---

## **03. Our curious minds**

Meet the people that make our office

---

## **04. From industry to consulting**

How successful professionals find their untapped potential in consulting

---

## **05. The steepest learning curve**

Personal development at its best

---

## **06. We care**

Impact on all levels

---

## **07. An unmatched career boost**

What our alumni say

---

## **08. Why take the plunge**

Frequently asked questions

---

## **09. Explore the match**

Meet and match



# Welcome.

A.T. Kearney allows you to push yourself to achieve your dreams while staying true to who you are.

This is exactly how I feel it! I have been privileged to be part of this firm for many years. Through the years, I have been able to grow, expand horizons, build capabilities, and deliver fantastic client work. And most importantly, A.T. Kearney provides a high-energy environment with people who keep me sharp and humble.

I am proud to be part of A.T. Kearney because we have found a way to combine the highest standards in strategy consulting with deep empathy and authenticity, leading to the best possible results for our clients.

That's exactly why we're gaining momentum.

At A.T. Kearney, we believe courageous transformations are the strategy for the future. We achieve impact by empowering clients and society to take on tomorrow's world.

This requires highly talented people who truly understand our client's business dynamics and industry. In short, people who live to get things done at the highest level.

I know what it is like to switch from a career in another industry to consulting. I used to work at Philips before I joined A.T. Kearney. It's not an easy choice to change careers and start in a new field. But like so many others who took the leap, I value the challenge and growth this job offers every day.

Are you brave? Do you drive change? And are you looking to drastically increase your impact?

If you can see yourself as one of us, please get in touch.

**Jurgen van Weegen**  
Managing Partner,  
A.T. Kearney Amsterdam

**JURGEN VAN WEEGEN**  
MANAGING PARTNER  
*Started his career at Philips, then  
moved into consulting*



A.T. Kearney combines a global top-performing organization with a down-to-earth office culture.

# A global firm with a friendly face.

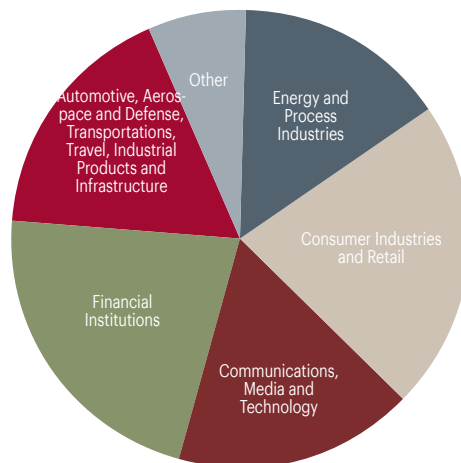
As a strategy consulting firm, A.T. Kearney helps leading organizations improve the way they do business. These organizations range from well-known multinationals to government agencies and non-profits.

All strategy projects have one thing in common: they are crucial to the health and performance of the organization, and they are solved at the highest levels within the company.

A.T. Kearney helps companies transform from within, continually accelerating their momentum to stay ahead of marketplace

disruption. Working side-by-side with the client is essential in driving this change.

We serve all key sectors in the Netherlands, as well as governmental institutions and organizations, and we support many major international companies.



**TRANSFORMATION SERVICES** **MERGERS & ACQUISITIONS** **DIGITAL**  
**PROCUREMENT** **OPERATIONS & PERFORMANCE** **STRATEGY & TOP-LINE**  
**ANALYTICS** **LEADERSHIP** **CHANGE & ORGANIZATION**



Our consultants serve clients across a wide range of functional areas in a variety of sectors

AMSTERDAM OFFICE



75+ colleagues



1 office boat



3600+ people



39+ countries



56+ offices



founded in 1926

GLOBAL



# Our curious minds.

Our Amsterdam office is made up of over 75 curious individuals.

Each of our colleagues has a unique story. Regardless of their background, they're all drawn to A.T. Kearney because they want to achieve great results with a like-minded, yet very diverse set of colleagues. We strongly believe in working in diverse teams with experienced industry professionals to ensure we have the insights to deliver real change

People at A.T. Kearney all have a certain amount of curiosity. We need this to succeed with clients; to make our solutions work for them by connecting to their organizations and their leadership.





# On the job.

When skills picked up in the industry meet consultancy skills. That is where the magic happens.



## FLORINE

"A.T. Kearney offers me the challenge of starting in different industries and tackling different issues every time, while also giving me the confidence to do this with the security of a strong network and training program.

From day one, I had the trust of my colleagues to lead work, and in my second week, I was already leading a client meeting."

### FLORINE ASSOCIATE

Worked in FMCG in London for a few years 🍷



## MARC-JAN

"We built the long-term strategy for a large and fragmented insurance company. We put a lot of effort in understanding the company dynamics, the different drivers and motivations of individual employees as well as customers. We set out to understand questions such as: What would make a division CEO decide to buy into the new program, or to ignore it? Having prior experience in industry really helps to be successful in these challenging contexts."

### MARC-JAN PARTNER

Launched his career at TNT



# From industry to consulting.

Career paths at A.T. Kearney are as unique as our people. If you can dream it, we want you to do it.

Every year, several experienced hires start their career at A.T. Kearney Amsterdam. They usually have between 3 and 10 years of experience, for instance in an industry, in management consulting, or running their own business. Once they start at A.T. Kearney, everyone's journey is different.

Depending on your experience and areas of interest, you will be staffed in more generalist roles or in a role that draws on your specific expertise. You will be coached and trained in your first steps as a strategy consultant.

Once you've developed your intuition and style as a strategy

consultant, you may want to take on international projects, transfer abroad for a while or even explore an MBA.

Taking some time to invest in your personal and family life is also an option. A.T. Kearney actively supports in sustaining a top career while nourishing personal goals.

A.T. Kearney is large enough to provide a plethora of (international) opportunities, yet small enough to give everyone the space and freedom to do it exactly their own way. We challenge our experienced hires to surprise themselves by unlocking potential even they did not know existed.



**Eef-Jan**  
MANAGER

*Triathlete, previously managing  
P&G's supply chain*



**Eef-Jan**

"My learning curve started to flatten out. I took the gamble and moved to strategy consulting. Here I find an entrepreneurial way of looking upon business and an appreciation for the skills I bring in. Currently I lead a project in South Africa."





### JEAN-PAUL

"We use a blank sheet approach to define solutions, meaning I can be flexible. I really listen to what the client needs and treat them as co-workers. It is this connection that brings value to my work."

### JEAN-PAUL ASSOCIATE

*Former marketing manager,  
living in Limburg*

# The steepest learning curve.

A.T. Kearney offers a development curriculum tailored to your level of seniority.

Your professional and personal growth is continuously supported. In addition to on-the-job learning by feedback, self-reflection and mentoring, you'll be part of our global learning program.

This learning program has been designed in cooperation with the London Business School and has received a global award for its outstanding performance.

Within three months of joining A.T. Kearney, you will go on an international consulting crash course, together with your global peers.

Here, you will build a solid foundation as a strategy

consultant. The fully revamped program also includes experiential activities such as NGO visits, mindfulness, and even street photography.

On a yearly basis, you will be invited to join similar trainings, where you will spend up to a week on a training location, with your international peer group, deepening your consulting skills and focusing on your personal growth. We have tailor made learning curricula for every level of seniority.

Everything to make your learning curve as steep as possible.



# We care.

At A.T. Kearney, we act because we care. For our clients, colleagues, society and ourselves.

Taking care of others starts with taking care of ourselves. That is why we, as A.T. Kearney, care for our people. Of course, this is reflected in our employment conditions.

But we are happy to go the extra mile to shape the conditions to make every individual thrive. In some cases, this means giving time to spend with their loved ones at home when the personal situation needs that. For others, this implies arranging a two-month project in Indonesia or a transfer to New York.

Taking care of others, that's where our Social Impact initiatives come in. These initiatives focus on the 3 Es: Economic Development, Energy & Sustainability and Education & Workforce.

As a consultant, you are encouraged to actively contribute in the way that suits your interest and personal development. Therefore, we offer diverse opportunities, such as:

#### **Externship at NGO's**

Bring your skills to an NGO to drive their impact and grow personally.

#### **Social Impact Catalyst Fund**

Receive seed funding for your own innovative impact initiative.

#### **Pro-bono strategic advice**

Work with social entrepreneurs through Ashoka, or assist local initiatives such as De Nederlandse Hartstichting, IMC Weekendschool or De Kleine Consultant.



**CARLIJN**

"I got the opportunity to support Unilever in their transition to a circular plastic packaging portfolio through a secondment. Inspiring to learn how a company like Unilever deals with this complex and socially relevant topic, while at the same time doing something I can explain to my kids later."



Whether you stay at A.T. Kearney for two or ten years, we guarantee it will be a stellar boost to your career.

**As you may have already observed, the skills people learn in strategy consulting are held in high esteem across industries, sectors, and geographies. Furthermore, because you will do projects at the highest levels within leading organizations, you will have fast and tremendous impact, sustain an impressive professional network, and take your understanding of organizations and industries to another level.**

# An unmatched career boost.

## Anne van Hall

**Strategy Director, Achmea**

“It’s the steepness of the learning curve that stands out for me. Every project, you are challenged to do new things in a new way. You get huge responsibilities and at the end of the day, you just need to make it work. What I especially learned at A.T. Kearney is how to go beyond the obvious solution by challenging my own and others’ thoughts. And then to create buy-in for that solution. All in all, a varied set of skills which I very much profit from in my current role.”

## Rutger Mans

**COO, Softs**

When I joined A.T. Kearney from my previous job in industry, it was mainly because I wanted to experience team work at a higher level; use and develop my analytical skills; and be challenged in a broader range of topics and sectors. In hindsight, the opportu-

nity to get to know different industries was a major advantage. It allowed me to make a much more informed and enthusiastic decision about what industry I wanted to work in next. In addition, working on industry-surpassing topics provided a major boost to my skill set and knowledge base. I gained expertise in digital transformations at a strategic level – highly interesting and relevant, beyond any one job or employer.

Generally speaking the challenge is in speeding up your development curve when it comes to consulting skills and elegantly combining that with your industry knowledge and stakeholder management skills which are likely higher than those of your peers. That can be tough at first, but it grants a diversity and flexibility that will be tremendously useful in your career.



# Why take the plunge.

Three of the most frequently asked questions

“**I am currently in a senior position. I am afraid a switch to consulting would be a step down.**” It is possible that you will start on a somewhat more junior title than in your current role. Once you are comfortable with your role as a strategy consultant, you will very quickly grow and get promoted. In strategy consulting, seniority manifests itself in advising highly senior clients and managing (several) small teams of top performers. In the longer term, strategy consulting is likely to dramatically advance your career potential.

“**I have a comfortable work-life balance. I don't want to give that up.**” Strategy consulting is not always a nine-to-five job. We do actively facilitate our colleagues to balance their lifestyle and to plan for their professional and personal goals with help of their mentors and the support staff at A.T. Kearney. We have several part time and

flexibility schemes to offer. If travel excites you, it can be a big part of your career. But if you'd rather take time to build a family, we will support you in that as well. Because strategy consulting is project based, it is relatively easy to plan accordingly.

“**I have worked with strategy consulting teams, on the client side. But I did not always fancy their way of working.**” We cannot speak for every consulting firm and team out there, but at A.T. Kearney, we want to work with our clients, rather than adjacent to them. We want to help our clients succeed, and we know how to listen. We combine a quest for true understanding of the clients' problem, ambitions, and anxieties with the courage to have difficult conversations if need be, all the while building trust and lasting relations. Our way of working is ambitious and humble at the same time.



We understand leaving a good career to start a new challenge can be as scary as it is exciting.



# Explore the match.

Hi, I'm Heleen. As recruitment manager for A.T. Kearney, I represent our office to professionals interested in joining our organization.

To take the next step in your career, it is all about asking yourself: what do I want to learn, what kind of impact do I want to have, and which environment will best support me in that?

However, I realize it is not an overnight decision to leave your current job and move into strategy consulting. That is why I am happy to

connect you to colleagues that have faced the same choice.

From my experience, these open and informal conversations provide all the answers you need to make a deliberate decision.

So if you are top of the bill in your industry and looking for options to accelerate your career, I invite you to explore the match with A.T. Kearney.

**Heleen Vlek**  
Recruitment Manager



**HELEEN VLEK**  
RECRUITMENT MANAGER  
*Improved her kickboxing skills in Thailand*



## TIPS!

- 1** Get to know us and take a look behind our scenes.
- 2** Share your life goals and ambitions. We are happy to facilitate.
- 3** If you know what you want, just go for it!





# Be brave.

## Join

Heleen Vlek  
+31 6 1045 2049, [heleen.vlek@atkearney.com](mailto:heleen.vlek@atkearney.com)

**ATKearney**