



VACANCY

Consultant

Requirements

- Minimum experience of 4 years
- At PE, corporate traineeship, finance, etc.
- Eager to learn
- Analytical
- Creative
- Good judgement
- Solution-oriented

 **Amsterdam**  **Minimum of 4 years' experience**



BCG has a lot of appreciation for what professionals from other sectors bring to the table, in terms of the expertise they built, their customer-centricity, communicational skills, refreshing outlook, and their huge drive. If you enter BCG as an experienced hire, there's a lot of attention being paid to a solid landing.



ABOUT THE COMPANY

Boston Consulting Group

BCG belongs to the cream of the crop of the consultancy game. As an agency BCG focuses on climate, AI, and Digital. Its clients are prominent players in all levels of the playing field, with a strategic focus on Financial Institutions, Consumer Goods, Energy and Health Care. BCG has a broad scale of capabilities in-house, such as strategy, operations, people& organization, marketing & sales, and digital. One thing all of BCG's projects have in common: impact.

BCG's methods start with active listening and asking more questions in order to come to the true question at its core. The second step that returns in every project is uncovering the direction of the solution and its hypotheses. That's why creativity and discernment are equally important as analytical ability. In the research phase, creativity is essential to bridge gaps in data and to break through other barriers.

BCG is known as a place where working together is essential. "At BCG you are never on your own," consultants say about this. "You can always knock on someone's door, whether that is a peer, partner, or a boot camp buddy. If someone asks for help, we make time for each other." Because the formal and informal networks of BCG enhance cooperation, the quality of its deliverables is consistent and at the top level.





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Although only ten to twenty percent of all BCG people started as an experienced hire, half of them has an industry background. The results don't lie, these people are important. Within BCG there is a lot of attention and guidance for experienced hires, to help with their landing.

Switching to another sector to consultancy is no everyday decision. It means: learning a whole new trade, building a network from scratch in a short amount of time, and getting into a different dynamic. In order to make sure the transition runs smoothly, experienced hires are often put on projects that fit in with their background in terms of their sector or area of expertise. Their inherent knowledge gives them the opportunity to focus on learning the consulting job. After that, it is definitely possible to broaden one's horizon and develop new areas of expertise.

Consultants receive intensive guidance in their personal development. In the first year, 25 training days are on the agenda, to learn the tricks of the consultancy trade. Moreover, there's more training available for specialization or more in-depth knowledge. There's also a lot of attention being paid to learning on the job: project groups go through 2 weeks of objective feedback cycles and BCG's culture is based on strength-based development.



Every experienced hire gets their own extensive support- network upon entrance, existing of:

1. Career advisor- formally responsible for the consultant’s development, from talks to progress meetings, to evaluation and staffing of projects
2. Sponsor- someone at a partner level who has the same specialization, who supports the consultant. The consultant can turn to the sponsor for questions on content, regarding projects or advice about future projects
3. Mentor-available for informal advice on career planning
4. Buddy- a peer who knows their way around in the organization and is able to help answering many different questions.
5. In light of diversity and inclusivity, there are several mentoring programs and communities. ■



Interested? Boston Consulting Group is working with Top of Minds to fill this vacancy. To express your interest, please contact Catherine Visch at catherine.visch@topofminds.com



“The three important factors for a successful landing are:

- 1. Learning the consultancy trade within your own comfort zone**
- 2. Making use of the existing network and building your own**
- 3. Taking charge of your own development.”**

Eelke Kraak, Partner at BCG