

CONSULTING CAREER PLAN JUNIOR YEAR

Consulting welcomes those with diverse experiences and academic backgrounds. The recruitment process occurs during fall quarter and allows you to get to know the firms and demonstrate your problem solving skills. Plan in advance to help manage a demanding hiring process.

ASSESS

- Articulate how your skills and interests align with a career in consulting
- Determine your skills that align with the industry and how you can best highlight those qualifications
- Identify what skills you want to use and develop in your upcoming internship
- Connect with your peers to learn about their summer experiences, their employers, and resources they are using to support their search
- Evaluate your stressors and identify coping mechanisms that are effective for you

EXPLORE

- Develop relationships at your internship site, both within your department and across the organization
- Establish/maintain your network as a means of learning more about the consulting industry, the variety of job functions, and opportunities that may arise
- Research a variety of organizations and differentiate between their cultures and work specialties
- Conduct research to gain an understanding of the recruitment process and how to prepare
- Connect with your career adviser to evaluate your internship options both within and outside of consulting and be realistic about timelines and employers' recruitment processes
- Create a profile on employer websites to learn about their organization and opportunities to engage

DECIDE

- Create a recruitment strategy and timeline that utilizes the summer leading into full time recruitment
- Identify employers to pursue for internships based on your cultural fit and their skillset requirements
- Activate your network by letting them know you are engaged in a search process – this may be helpful in obtaining more advice and/or direct referrals to opportunities
- Consider your courseload – applying for these opportunities can be time consuming and your wellness should be a priority

ACT

- Update your resume to reflect new experiences (i.e. internship, leadership and courses), showcase outcomes and impact, and tailor your cover letters to specific employers
- Discuss the recruitment season with your faculty at the start of the quarter to determine how you will manage potential conflicts with your interviews and class schedules
- Attend career events to make connections and learn more about specific employers. (NOTE: You may have to prioritize employers as events may overlap)
- Prepare for various types of interviews (behavioral, case) and formats (phone, virtual, in-person)
- Build your business acumen via resources like: The Economist, Business Week, Fortune, WSJ
- If applicable, consider full-time employment offer from your summer internship experience and talk with your career adviser about offer decisions, deadlines and negotiation
- Expand the scope of your search beyond the employers and consulting roles you may be familiar with already, using a variety of resources including but not limited to NCA's Handshake
- Once you accept an internship, do not continue to pursue opportunities or engage in interviews