

## CONSULTING CAREER PLAN SENIOR YEAR

Consulting welcomes those with diverse experiences and academic backgrounds. Recruitment begins before you return to campus. Employers value getting to know candidates prior to application submissions. This makes it especially important that you utilize your summer to network and prepare for interviews. Because recruitment is a demanding process, it is necessary to prioritize your well-being.

### ASSESS

- Determine what skills you have that align with the industry and how to highlight those qualifications
- Reflect on your past experiences and determine the impact you had in these roles and how you can share this with employers
- Review your last recruitment season and identify important lessons learned
- Evaluate your stressors and identify coping mechanisms that are effective for you

### EXPLORE

- Conduct research to gain an understanding of the recruitment process and ways to prepare
- 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
- Connect with your career adviser to evaluate your full-time job options and be realistic about timelines and employers' recruitment processes

### DECIDE

- Create a recruitment strategy and timeline that utilizes the summer leading into recruitment
- Identify employers to pursue for full-time jobs based on your cultural fit and their skillset requirements
- Consider your courseload – applying for these opportunities can be time consuming and your wellness should be a priority
- 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
- If applicable, consider full-time employment offer from your summer internship experience and talk with your career adviser about offer decisions, deadlines and negotiation

### 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
- Attend career events to make connections and learn more about specific employers (NOTE: You may have to prioritize employers that interest you most, as events may overlap)
- Prepare for various types of interviews (behavioral, case) and formats (phone, virtual, in-person)
- 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
- 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 a full-time job, do not continue to pursue opportunities or engage in interviews with other employers