

# Stretch, Grow, Achieve.

Management consulting provides a solid foundation for your professional life, whether you have clear professional goals or want to keep your options open. If you are a college or university graduate (or expect to receive a master's degree directly after college), who is considering a career in consulting, you will encounter an exciting range of opportunities as a business analyst (BA) at McKinsey.

By joining McKinsey as a BA you gain exposure to an extraordinary scope of industries, companies, and perspectives. Our diverse client base ranges from the Fortune Global 500 to New Economy start-ups, from local and national governments to not-for-profits. In addition, our firm brings together an amazing breadth of individuals from various nationalities, academic backgrounds, professional disciplines, and levels of experience – a strong community of professionals with a common desire to develop individually and support one another. The result is an environment you'll find rewarding – personally, professionally, and financially.

## **You stretch yourself further, faster**

At McKinsey, your most exciting learning experiences happen on the job. From the outset, you work closely with senior client executives and McKinsey colleagues from around the world on problems and issues that are direction-setting and mission critical. As an active member of a client service team, you will have responsibility early on in your career for a discrete area of each project and are expected to contribute to the team's final recommendations. As you gain skills and confidence, you will be asked to consider bigger pieces of the problem at hand. Your level of responsibility is limited only by your

From the outset, you work closely with senior client executives and McKinsey colleagues from around the world on problems and issues that are direction-setting and mission critical.

demonstrated ability – there are no pre-set limits to your role, and we provide ample opportunities for you to increase your skills and leadership abilities. The pace of your development depends on you. At the end of each year you should feel good about the progress you are making and confident that you are developing into a true professional.

Beyond the learning and development you experience in your day-to-day work, we invest heavily in the formal training and coaching you need to develop your full potential. Our global training programs help you build increased knowledge and improved consulting, analytic, and leadership skills. They also create opportunities for you to build enduring networks of friends and colleagues and professional and social relationships that may last a lifetime.

In addition, our interest in your professional development extends beyond the years you are actively working as a BA with us. After 2 years with the firm, you may be eligible for financial assistance in post-graduate education.

**Is McKinsey right for you?**

Our BAs are highly motivated individuals. They are resourceful, tenacious, independent, and confident people with outstanding academic credentials and a strong record of leadership and extracurricular activities. They come to us from all academic disciplines, and bring a broad range of experiences to the problem-solving process.

We expect a lot from our business analysts: the ability to work with a team as well as the maturity to take on a leadership role, creative problem-solving skills, continual self-development, and a commitment to achieving real impact in your work. While many of our BAs are comfortable with quantitative as well as qualitative analysis, we do not require a background in business, economics, mathematics or a quantitative discipline.

### **Specialized Training for BAs**

McKinsey offers a series of targeted training programs to help you succeed in your role as a business analyst... and beyond.

*Business Skills Program:* Prior to joining the firm, analysts with no previous formal business or finance experience may be invited to attend a 3- to 4-week training course in business basics taught by expert faculty.

*Basic Consulting Readiness:* BCR is a week-long program that offers an introduction to McKinsey, our people, and our values. You learn how we work in teams, interact with clients, and approach problems, and get a chance to meet your new colleagues.

*Business Analyst Training:* BAT is a 1-week course in advanced problem solving, interpersonal, and communications skills. You usually attend BAT within 6 to 12 months of joining the firm. The course is a great chance to revisit topics from BCR in more depth, strengthen core skills based on your team experiences, and to expand your McKinsey network by spending time with BAs from other offices.

### **An accelerated beginning to a successful career**

Your role as a business analyst at McKinsey can be the beginning of a long association with the firm, or a broadening experience for other careers. After 2 years, analysts go on to pursue a range of career opportunities both within the firm and beyond. Many go on to graduate school or to work in industry. Still other high-performing BAs spend a third year with McKinsey in a more specialized role or in an international location before going on to graduate school. In exceptional circumstances, given an individual's performance and desire, some BAs move directly into an associate position with the firm.

McKinsey BAs have gone on to significant leadership roles within the firm as partners, and beyond the firm as presidents and managing partners of venture capital companies, and founders and CEOs of dot.coms. Others have achieved high-profile positions as elected officials and policy advisors in governments around the world and at leading universities.

### **If you'd like to apply**

McKinsey uses a number of recruitment approaches to help you get to know us and to help us identify the outstanding talent we seek. These may include on-campus and in-office interviews or a structured program of comprehensive exercises and evaluative workshops. While the particular approach prospective BAs experience may vary, the skills and characteristics we look for and the standards we apply are the same across our firm.

For more detailed information about McKinsey, how we work, and what we look for in potential candidates, please visit our Web site, [www.mckinsey.com](http://www.mckinsey.com). In addition, we conduct on-campus activities at a number of schools – check with your campus recruiting center for more information.

We look forward to hearing from you to answer any questions you may have, or to consider you as a candidate.

08/00

CT/DWT/NJ

Copyright©McKinsey&Company

[www.mckinsey.com](http://www.mckinsey.com)