BCG | BCG GAMMA

RECRUITING GUIDE & FREQUENTLY ASKED QUESTIONS

For Advanced Degree Candidates

BCG / GAMMA

What does it mean to be an 'Advanced Degree Candidate' (ADC) applicant? +

What do you look for in candidates? +

What are the application deadlines for 2020? +

What is required to complete an application? +

How should I rank my office preferences on the application? +

What should I include on my resume and how should I format it? +

What are the requirements for joining an international BCG office? +

Do you offer internships for ADCs? +

QUICK VIEW OF BCG CONSULTANT RECRUITING EXPERIENCE +

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What does it mean to be an 'Advanced Degree Candidate' (ADC) applicant?

At BCG, 'ADC' refers to current students pursuing a PhD, MD, JD or Postdoc applying for a Consultant role. We value diversity of experiences and backgrounds, so whether you have a few years of experience or an established career, you will be able to apply your knowledge and skills to a role at BCG. You can learn more on our ADC website. If you are interested in a different role at BCG, you can learn about your options on Careers at BCG.

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What does it mean to be an 'Advanced Degree Candidate' (ADC) applicant? +

What do you look for in candidates? −

In addition to an excellent academic record and evidence of professional achievement, there are core qualities that we seek across all candidates:

- Strong communicators
- Analytically driven
- Intellectually curious with a desire to learn, improve, and drive change
- Natural problem solvers with the ability to break down challenges in a structured way and bring creativity to solutions
- Willing collaborators who value a range of different perspectives, backgrounds, and skillsets when teaming with others

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What does it mean to be an 'Advanced Degree Candidate' (ADC) applicant? +

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What are the application deadlines for 2020?

The application deadline for **Bridge to BCG** is Tuesday, March 31st at 11:59pm EST. Apply here. Note, Bridge to BCG has a limited number of spots. If you are not selected to attend Bridge, or are unavailable to attend, you can apply for a **full-time generalist Consultant position** by our full-time application deadline of Tuesday, July 7th at 11:59pm EST. −

What is required to complete an application? +

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What is required to complete an application?

In order for your application to be considered, you must:

- Submit the online application, including a resume and cover letter, by the application deadline
- Complete the pymetrics online skills assessment within 48 hours of submitting the online application. An automatic invitation to pymetrics will be sent within 24 hours after completing and confirming your application. Learn more about pymetrics here.
- Complete your interview via the SparkHire one way interview platform within 5 days. An email invitation to the video interview will be sent within 24 hours after the application deadline. Learn more here.

Please plan in advance to ensure all application steps are submitted, otherwise your application will be considered incomplete. You will hear from BCG regarding the status of your application 3-4 weeks after the deadline. −

How should I rank my office preferences on the application? +

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How should I rank my office preferences on the application?

We encourage you to choose offices in locations where you want to live and work, in order of preference (up to three). Application and interview criteria are consistent across offices; no office is easier or more difficult to get into than another. You have access and options from any office. One of the best things about our personalized staffing model is that it enables you to access the kind of work you do from any BCG office.

You will be able to provide additional detail about your geographic flexibility or limitations in your application. −

What should I include on my resume and how should I format it? +

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What should I include on my resume and how should I format it? −

We are looking for a 1 page, business-style resume that showcases your experience and skills in leadership, teamwork, and driving impact. We recommend including any relevant research, clinical, and extracurricular experiences, as well as any awards or honors you've received.

For advice on how to create a business-style resume, check out our BCG Resume Writing Workshop, password: bcgadc.

What are the requirements for joining an international BCG office? +

Do you offer internships for ADCs? +

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What are the requirements for joining an international BCG office? −

We require that you are fluent in speaking, reading, and writing in the local language and that you obtain the required work permits. BCG will assist employees with obtaining the necessary work permits, when applicable. Ultimately, visa approval is up to the local government. Note, if you are interviewing for an office outside of the US or Canada, there is a separate interview process that takes place in the fall.

Do you offer internships for ADCs? +

QUICK VIEW OF BCG CONSULTANT RECRUITING EXPERIENCE +

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What should I include on my resume and how should I format it? +

What are the requirements for working internationally? +

Do you offer internships for ADCs?

We offer a 10-week internship to MDs, MD/MBAs, and JDs, as well as "Bridge to BCG"—a 3 day immersion in consulting each June —for PhDs, MDs, and JDs residing in the US or Canada looking to start a full-time role the following year. All students accepted into Bridge to BCG will receive a guaranteed first-round interview for a full-time position. To learn more about internship and Bridge to BCG opportunities, visit our ADC website.

For those interested in working internationally, our Greater China and Canadian offices offer internships for PhD candidates interested in future full-time roles with these offices. Applications for our Canadian internship program are due each December. Greater China often accepts PhD interns each summer and reviews applications on a rolling basis. −

QUICK VIEW OF BCG CONSULTANT RECRUITING EXPERIENCE +

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What is BCG GAMMA? +

What do you look for in candidates? +

What is the difference between a generalist consultant and GAMMA consultant? +

Where is GAMMA hiring? +

Does GAMMA offer internships for ADCs? +

What is required to complete an application? +

QUICK VIEW OF GAMMA RECRUITING EXPERIENCE +

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What is BCG GAMMA?

BCG GAMMA, part of DigitalBCG, is comprised of world-class data scientists and engineers who work closely with BCG consultants to offer clients the latest in digital capabilities, ranging from data analytics and strategic industry insights, to machine learning and artificial intelligence. Our teams own the full analytics value chain end to end: framing new business challenges, building fact bases, designing innovative algorithms, creating scale through designing tools and apps, and training colleagues and clients to activate new solutions.

What do you look for in candidates? +

What is the difference between a generalist consultant and GAMMA consultant? +

Where is GAMMA hiring? +

Does GAMMA offer internships for ADCs? +

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QUICK VIEW OF GAMMA RECRUITING EXPERIENCE +

BCG / GAMMA

What is BCG GAMMA? +

What do you look for in candidates?

We seek strong candidates with advanced analytics backgrounds to be data scientists. We are also seeking software engineers, machine learning engineers, and analytics architects to join our engineering team. We are looking for:

- Relevant degree in fields like computer or data science, applied mathematics, statistics machine learning or other data centric disciplines
- Additional experience in core analytic methods such as predictive modeling, customer segmentation/ clustering, network analysis, supply chain optimization, etc.
- Fluency in at least one scripting language (Python strongly preferred)
- Thrive at building things and are comfortable working with modern development tools and writing code collaboratively
- Prepared to work in a fast-paced, intellectually intense, service-oriented environment
- Comfortable with travel (40-70% of time spent traveling)
- Relevant industry work or internship experience is strongly preferred

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What is the difference between a generalist consultant and GAMMA consultant? +

Where is GAMMA hiring? +

Does GAMMA offer internships for ADCs? +

What is required to complete an application? +

QUICK VIEW OF GAMMA RECRUITING EXPERIENCE +

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What is BCG GAMMA? +

What do you look for in candidates? +

What is the difference between a generalist consultant and GAMMA consultant? −

All BCG consultants are problem solvers at their core. Generalist consultants address a broad range of topics. Those in GAMMA focus specifically on the data science components of these topics, often working with complex datasets and AI-powered solutions.

Where is GAMMA hiring? +

Does GAMMA offer internships for ADCs? +

What is required to complete an application? +

QUICK VIEW OF GAMMA RECRUITING EXPERIENCE +

BCG / GAMMA

What is BCG GAMMA? +

What do you look for in candidates? +

What is the difference between a generalist consultant and GAMMA consultant? +

Where is GAMMA hiring? −

We have offices in more than 30 cities around the world. Our global application will share the offices' locations. In North America, we hire into BCG's Boston, Chicago, Los Angeles, Montreal, New York, San Francisco, Seattle, Toronto, and Washington DC offices.

Does GAMMA offer internships for ADCs? +

What is required to complete an application? +

QUICK VIEW OF GAMMA RECRUITING EXPERIENCE +

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What is BCG GAMMA? +

What do you look for in candidates? +

What is the difference between a generalist consultant and GAMMA consultant? +

Where is GAMMA hiring? +

Does GAMMA offer internships for ADCs? −

At this time, we are only accepting applications for full-time positions globally.

What is required to complete an application? +

QUICK VIEW OF GAMMA RECRUITING EXPERIENCE +

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What is BCG GAMMA? +

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What is the difference between a generalist consultant and GAMMA consultant? +

Where is GAMMA hiring? +

Does GAMMA offer internships for ADCs? +

What is required to complete an application? −

In order to be considered for a GAMMA role, you must complete the online application, which requires you to submit a resume and cover letter.

There is no specific deadline for GAMMA applications, as they are reviewed on a rolling basis. You will hear back from a member of our hiring team 2-4 weeks after you submit your application.

QUICK VIEW OF GAMMA RECRUITING EXPERIENCE +

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Is the interview process the same across all North America offices? +

What is a case interview? +

When will I interview? +

How should I prepare for a case interview? +

QUICK VIEW OF BCG CONSULTANT CASE INTERVIEW +

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Is the interview process the same across all North America offices?

Yes, the interview process and evaluation criteria are the same for all generalist consultant candidates across North America. You will participate in up to two rounds of case interviews, with two interviews per round.

If you are interviewing for an international BCG office, you will interview with a representative from there or one from an office in the same region. Interviews take place in the fall of each year.

When will I interview? +

What is a case interview? +

How should I prepare for a case interview? +

QUICK VIEW OF BCG CONSULTANT CASE INTERVIEW +

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Is the interview process the same across all North America offices? +

When will I interview? −

If you receive a first round interview from our Bridge to BCG program, you will interview in late June. If you receive a first round interview from our July full-time application drop, you will interview in August.

What is a case interview? +

How should I prepare for a case interview? +

QUICK VIEW OF BCG CONSULTANT CASE INTERVIEW +

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Is the interview process the same across all North America offices? +

When will I interview? +

What is a case interview?

A case interview is a real-life business scenario in which you will break down the problem presented and work toward a solution using clear and logical thinking, creativity and collaboration. Cases always include a quantitative portion, and are often based on project work we've done for clients. Case interviews help us evaluate your consulting skills, and help you assess if you enjoy the type of work consultants do at BCG. −

How should I prepare for a case interview? +

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How should I prepare for a case interview?

We advise you to prepare for case interviews by becoming familiar with case frameworks and analyses. Frameworks are methods for approaching business scenarios using a defined structure, which allows you to break down a problem into its fundamental pieces. We encourage you to practice case interviews with someone else when possible. We also provide sample cases on our website and offer additional case prep resources if you are invited to interview. −

QUICK VIEW OF BCG CONSULTANT CASE INTERVIEW +

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What is the GAMMA interview process? +

What is a technical case interview? +

How should I prepare for a technical case interview? +

QUICK VIEW OF GAMMA TECH CASE INTERVIEW +

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What is the GAMMA interview process?

There are several steps in the GAMMA interview process. The first is a 2 hour coding challenge. Successful candidates will advance to a 45-minute virtual technical case interview with a GAMMA data scientist followed by a 45-minute virtual business case with a BCG consultant. The final round will conclude with 3 in-person technical case interviews with members of the BCG GAMMA staff. Each interview will include both a case and fit portion, and time for Q&A.

Your interview process may vary slightly depending on the location and role for which you are interviewing.

What is a technical case interview? +

How should I prepare for a technical case interview? +

QUICK VIEW OF GAMMA TECH CASE INTERVIEW +

BCG / GAMMA

What is the GAMMA interview process? +

How should I prepare for a technical case interview? +

What is a technical case interview?

At GAMMA, you will communicate with both technical and non-technical clients and consultants. As such, the technical case interview is designed to evaluate both your ability to draft a technical solution to a real-world problem as well as your ability to communicate and explain your ideas. The setting of the technical case interview is hypothetical; your interviewer will describe a scenario that could potentially arise at a particular client, as well as describe the type of data and information to which you would have access. There are no real datasets nor real-time coding. Your task is to solve the problem at hand using the skills you have. −

QUICK VIEW OF GAMMA TECH CASE INTERVIEW +

BCG / GAMMA

What is the GAMMA interview process? +

What is a technical case interview? +

How should I prepare for a technical case interview?

In addition to preparing for a generalist business case interview, participating in online competitions, such as Kaggle, can help you prepare for the technical concepts and questions that may arise. Overall, we're looking to see how you structure your thinking in a logical manner and communicate clearly when tackling a business problem through techniques leveraging advanced analytics. −

QUICK VIEW OF GAMMA TECH CASE INTERVIEW +

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How do you determine the level at which I will enter BCG? +

Do I need previous consulting or business experience to be successful at BCG? +

How is case work assigned to BCG consultants? +

How will my previous experience influence my project work at BCG? +

What is the training and onboarding process? +

QUICK VIEW OF BCG CONSULTANT ONBOARDING EXPERIENCE +

BCG / GAMMA

How do you determine the level at which I will enter BCG?

All ADCs are hired to start at the entry-level consultant position. We believe this role and tenure will best position you for success. Your Talent Acquisition contact will explain the details of this role and career path during the interview and offer process.

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How do you determine the level at which I will enter BCG? +

How will my previous experience influence my project work at BCG? +

Do I need previous consulting or business experience to be successful at BCG? −

Previous consulting experience is valued, but not required. We embrace a diversity of backgrounds and skillsets at BCG; the unique perspective you contribute to our work is what is most important. Our onboarding and training programs will ensure you're set up for success.

What is the training and onboarding process? +

How is case work assigned to BCG consultants? +

QUICK VIEW OF BCG CONSULTANT ONBOARDING EXPERIENCE +

BCG / GAMMA

How do you determine the level at which I will enter BCG? +

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What is the training and onboarding process? +

How is case work assigned to BCG consultants? −

The BCG experience is not one-size-fits all – that's why casework is assigned through our Personalized Staffing Model. Our dedicated Talent Managers work with individual consultants to identify cases that suit their interests, backgrounds, and opportunities for growth. A key benefit of this model is that it enables you to access the kind of work you want to do from nearly any office within BCG. For example, if you'd like to work on a healthcare case, or in industrial goods, or in the public sector, you may find that work in your own backyard. And if not, your Talent Manager can help you locate it elsewhere within BCG.

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At BCG, we encourage you to leverage your strengths, and discover new ones, by working across multiple industry and functional practice areas. Throughout your BCG career, your aforementioned dedicated Talent Manager will help you navigate these opportunities in alignment with our project pipeline and client needs. You will have the opportunity to express your interests and developmental goals during your regular discussions to help shape where and how you are staffed. −

What is the training and onboarding process? +

QUICK VIEW OF BCG CONSULTANT ONBOARDING EXPERIENCE +

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What is the training and onboarding process?

All new Consultants participate in the same training and onboarding sessions. BCG has an extensive training program that begins during your first year and continues throughout your career at BCG. Some early training topics include problem solving, communication, building relationships of trust, effectiveness, client interaction, and team contribution. We also offer 200+ virtual trainings per year on a wide range of industry and practice area topics.

ADC training starts with the Business Essentials Program (BEP) in the first month, which some say is like earning a “mini MBA.” These immersive sessions help you build a consulting toolkit that will set you up for success, as well as a strong, supportive community of managers, buddies, and mentors from around the world.

Another exciting part of the onboarding process for ADCs is our mentorship initiative. Your first week, you will be paired with a senior consultant who will play a key role in helping you launch your BCG career. You’ll even be staffed on your very first case together! This mentor will help you learn the job, build your skillset and BCG community, and become a familiar face around the office and client site. −

QUICK VIEW OF BCG CONSULTANT ONBOARDING EXPERIENCE +

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How do you determine the level at which I will enter BCG GAMMA? +

What is the training and onboarding process? +

QUICK VIEW OF GAMMA ONBOARDING EXPERIENCE +

BCG / GAMMA

How do you determine the level at which I will enter BCG GAMMA?

We ensure that all hires enter BCG GAMMA at the level that best positions them for success. Your level will be based on your experience and interview performance. Our hiring team will explain the details of your role and career path during the interview and offer process.

What is the training and onboarding process? +

QUICK VIEW OF GAMMA ONBOARDING EXPERIENCE +

BCG / GAMMA

How do you determine the level at which I will enter BCG GAMMA? +

What is the training and onboarding process?

All new GAMMA Data Scientists and Engineers participate in training and onboarding sessions with generalist consultants starting on day one. BCG has an extensive training program that begins during your first year and continues throughout your career at BCG. We also offer 200+ virtual trainings per year on a wide range of industry and practice area topics.

Additionally, GAMMA new hires attend a specialized training within their first month of working at BCG. The three-day program equips you with the technical training and tools you need to succeed at BCG and introduces you to GAMMA colleagues across North America.

GAMMA onboarding also includes a buddy initiative. When you join GAMMA, you will be paired with a more established GAMMA consultant for your first six months. They will help you learn the job, build your skillset and community, and become a familiar face around the office and client site. −

QUICK VIEW OF GAMMA ONBOARDING EXPERIENCE +

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QUICK VIEW OF BCG CONSULTANT RECRUITING EXPERIENCE —

Apply by deadline

Bridge to BCG: March 31st
Full-time: July 7th

Additional application requirements

Pymetrics and one-way video interview. Both required for completed application

Interview prep

BCG-supported case interview prep

First round interviews

Two 45 minute case interviews

Final round interviews

Two 45 minute case interviews

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What is BCG GAMMA? +

What do you look for in candidates? +

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Where is GAMMA hiring? +

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QUICK VIEW OF GAMMA RECRUITING EXPERIENCE −

Apply

Applications accepted on a rolling basis

Online coding challenge

Two hour online test

Technical case interview

One 45 minute virtual interview with technical business case and fit portion

Business case interview

One 45 minute virtual interview with business case and fit portion

Final round interviews

Three 45 minute interviews in-person with a technical business case and fit portion

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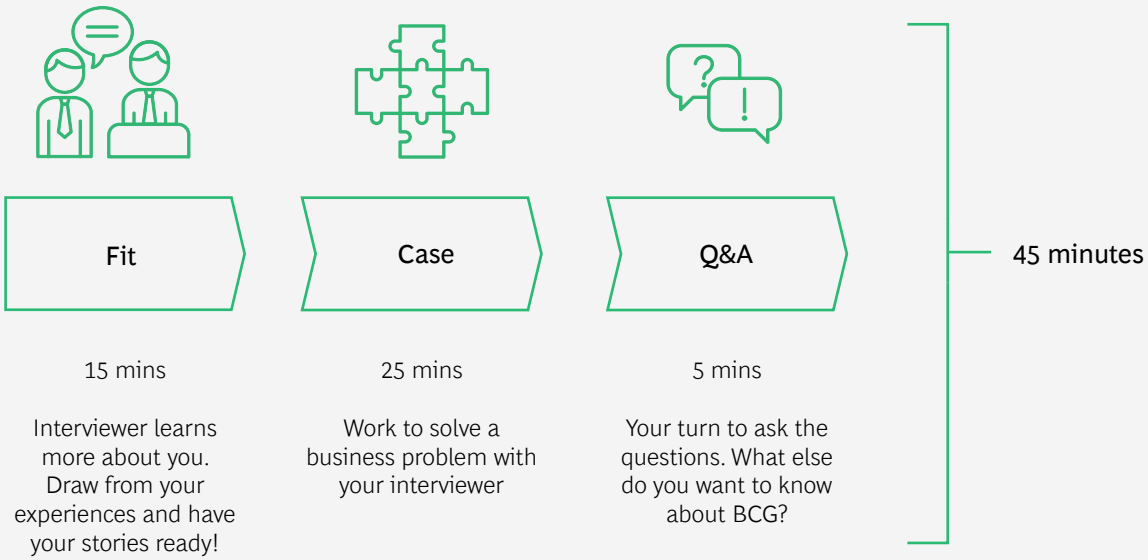
QUICK VIEW OF BCG CONSULTANT CASE INTERVIEW —



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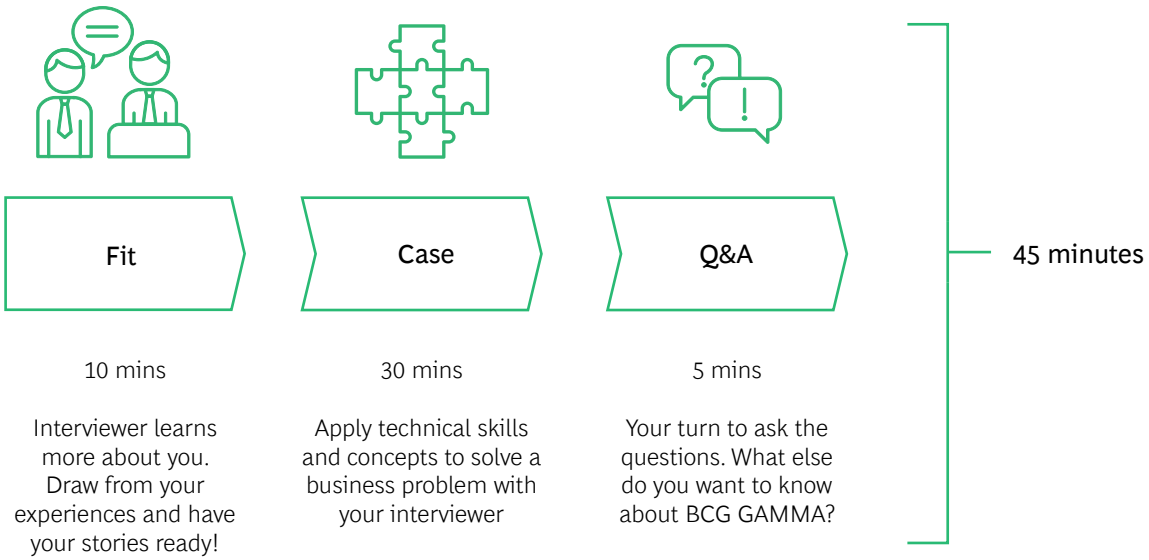
QUICK VIEW OF GAMMA TECH CASE INTERVIEW —



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QUICK VIEW OF BCG CONSULTANT ONBOARDING EXPERIENCE —

Select your start date

Takes place in early spring of your start year. Want to start ASAP? Let us know!

Training

Kicks off with two week immersion in core tools and consulting foundations

BEP

Global Business Essentials Program, a “mini MBA” for all new ADCs

Pairing and mentorship

Start case work with a senior consultant who will guide you through your first case

Staffing

Your Talent Manager will use our Personalized Staffing Model to find the right work for you

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QUICK VIEW OF GAMMA ONBOARDING EXPERIENCE —

Select your start date

Start dates are year-round!

Orientation & consulting foundations

Introduction to your local office and consulting skillset

GAMMA onboarding

3 day training including overview of GAMMA organization and technical training

Pairing and mentorship

Start case work with a senior data scientist who will guide you through your first case

Staffing

Your Talent Manager will use our Personalized Staffing Model to find the right work for you