



Recruiting Guide and Frequently Asked Questions for Experienced Hire Associates and Consultants

North America

What does it mean to apply to BCG as an 'Experienced Hire' Associate or Consultant? +

When do you hire Experienced Hire Associates and Consultants? +

What do you look for in candidates? +

What happens after I submit my application? +

Are you currently hiring across all North America offices? +

How should I rank my office preferences? +

What is required to complete an application? +

What is DigitalBCG? How can I learn more about DigitalBCG opportunities? +

QUICK VIEW OF RECRUITING EXPERIENCE +

What does it mean to apply to BCG as an 'Experienced Hire' Associate or Consultant?

At BCG, an 'Experienced Hire' Associate or Consultant refers to an applicant who is a working professional (i.e., not currently pursuing a degree). 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 this role at BCG. If you are interested in a more specialized role, you can learn more about different career paths on our [website](#).



When do you hire Experienced Hire Associates and Consultants?



What do you look for in candidates?



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When do you hire Experienced Hire Associates and Consultants?

Experienced Hire Associate and Consultant recruiting occurs year-round and we accept applications on a rolling basis. We encourage you to submit an application approximately three months before you are available to join BCG. -

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When do you hire Experienced Hire Associates and Consultants? +

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 look for 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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After submitting your application, a Talent Acquisition team member may reach out to speak with you. If your experience and timeline align with our needs, you will be invited to move forward in the interview process. -

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Our talent needs are constantly evolving and we cannot guarantee that the offices in which you are interested will be hiring at the time of your application. If you have geographic flexibility, please indicate that on your application. —

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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 will be able to provide additional detail about your geographic flexibility or requirements in your application. -

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

- Complete the online application, including a resume and cover letter
- Complete pymetrics online skills assessment within two weeks of submitting the online application (an automatic invitation to pymetrics will be sent within 24 hours after completing and confirming your application).

Please plan in advance to ensure both application steps are submitted, otherwise your application will be considered incomplete.

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What is DigitalBCG? How can I learn more about DigitalBCG opportunities?

Our DigitalBCG teams include GAMMA, Platinion, Digital Ventures, and Technology Consultants. These teams 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. We encourage you to learn more about DigitalBCG and various role opportunities on our [website](#).

QUICK VIEW OF RECRUITING EXPERIENCE +

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



How should I prepare for a case interview?



What is a case interview?



QUICK VIEW OF RECRUITING EXPERIENCE



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

Yes, the interview process and evaluation criteria are the same for all generalist Associate and Consultant candidates across North America. You will participate in up to two rounds of interviews, with two interviews per round. Each interview will include both a case and fit portion, and time for Q&A.



What is a case interview?



How should I prepare for a case interview?



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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 towards 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.

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How should I prepare for a case interview?

We advise you to prepare for case interviews by familiarizing yourself 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 RECRUITING EXPERIENCE



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 experience to be successful at BCG?



What is the training and onboarding process?



QUICK VIEW OF RECRUITING EXPERIENCE



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

We ensure that each new hire enters BCG at the level that best positions them for success. Your level will be determined by considering your experience and interview performance. Your Talent Acquisition contact will explain the details of your position 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?



Do I need previous consulting 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.



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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, a 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 influence your project staffing.



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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. All new Associates and Consultants participate in the same training and onboarding sessions.



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Apply

Applications accepted on a rolling basis



Phone Chat

Informational discussion with Talent Acquisition team member



Interview Prep

Individual and BCG-facilitated case interview support



First Round Interviews

Two 45-minute interviews, each with a case and fit portion



Final Round Interviews

Two 45-minute interviews, each with a case and fit portion



Join BCG

Monthly start dates, January - September

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