

BCG

THE BOSTON CONSULTING GROUP

DISCOVER  
WOMEN@BCG

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CAREERS](https://www.bcg.com/careers)



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# BCG actively recruits passionate, open-minded, and accomplished women from around the world

As a member of our consulting team, you'll work alongside some of the world's top minds on cases that reshape business, government, and society. You'll collaborate on challenging projects with team members from many backgrounds and disciplines, increasing your understanding of complex business problems from diverse perspectives and developing new skills and experience to help you at every stage of your career.



*"For BCG, diversity doesn't mean applying quotas to the recruiting process. Diversity is an everyday action when we respect the diversity of backgrounds, diversity of personalities, and diversity of thought of our team members. We are a better firm because of it."*

**Kiara Hughes**  
Associate / Chicago



*"To truly live, you need to live without limits. A career at BCG can take you virtually anywhere you want to go."*

**Sylvia Sonneveld**  
Partner & Managing Director / São Paulo



*"The best thing of BCG is the environment. At BCG, we have the chance to work with very smart people, for top-tier clients, on challenges that are very intellectually stimulating! Since I came to BCG, the phrase 'Nothing is impossible' has never been so true."*

**Aude Valetduie**  
Project Leader / Paris



*"BCG is the kind of place where women and men of diverse talents can thrive and create their own path to success—if they only give it a try."*

**Claire Tracey**  
Partner & Managing Director / London



# OVERVIEW OF BCG TODAY

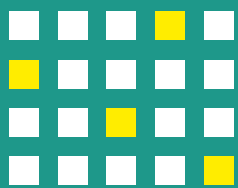
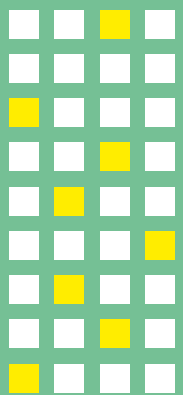
40% of our firm's  
global staff  
are women



85  
Offices

IN

48  
Countries



Women are critical to our  
firm's senior leadership,  
representing **OVER**  
of our  
Executive  
Committee **35%**



BCG retains women  
and men at equal rates,  
at all career stages.

**OUR GOAL** is to sustain this



Almost **20%**  
of our firm's leadership  
is made up of women

**30%**  
of **NEW JOINERS** on the global  
consulting team are women,

with a goal  
to get to

**40%**





# Our leadership is deeply committed to the success of all BCGers



*“Women@BCG is not a this-year thing, it has been a thing at BCG for as long as I can remember. Imagine being in the Executive Committee of BCG where one-third of the room are women. It creates the platform upon which innovation and adaptation operate.”*

**Miki Tsusaka** Senior Partner & Managing Director,  
Global Chief Marketing Officer / Tokyo



*“One of our highest priorities is advancing our Women@BCG agenda: increasing the number, success, and satisfaction of women at BCG. We are encouraged by our progress and excited about what the future holds as we enhance opportunity, experience, and work-life integration for all our people.”*

**Rich Lesser** President & Chief Executive Officer / New York



*“As global head of one of BCG's fastest-growing practice areas, it is one of my highest priorities to help our women develop, build their expertise and thrive.”*

**Pia Tischhauser** Senior Partner & Managing Director, Global Leader of the Insurance practice / Zurich




*“As global leader of the People team, I believe that all diversity, including gender diversity, is critical to the success of our business, the impact we are able to achieve for our clients, and the satisfaction of our people. I believe that supporting all BCGers, and structuring ways in which they can be and bring their best, is simply important and right.”*

**Matt Krentz** Senior Partner & Managing Director,  
Global People Chair / Chicago


# APPRENTICESHIP CULTURE

Apprenticeship is essential to who we are and how we work. BCG is an environment where you can develop and grow with the support of training programs and a dedicated mentor that are tailored to your individual needs. BCG provides regular and extensive strengths-based development, training, and coaching to support your growth throughout your career.

 *We are a people business and foster a culture of apprenticeship all the way through the firm. For example, our project leaders and principals spend a considerable amount of time working with their teams as a group and individually to support personal development and growth. This high-touch model is engrained in the way we work and helps build our next generation of leaders."*

*Shilpa Patel, Partner & Managing Director / London*



 *No matter how senior you are at BCG, you are constantly learning new things. Every day you meet new people, face new challenges, and solve new problems that contribute to your personal development and growth."*

*Paula Vich, Associate / Madrid*





# MENTORSHIP



BCG has successful role models at different levels of seniority, who create an active network of commitment and support for career success. Through mentorship and leadership commitment, we support each and every BCGer's goals and ambitions.



*"What I have come to love about BCG is that there is room for EVERYONE to succeed. You are guided on this lifelong path of personal and professional growth by a network of bright individuals who selflessly support you along the way."*

**Adaku Ibekwe**, Consultant / Los Angeles



*"In the Energy practice, we have introduced a mentoring program in which each female manager has a personal career 'sponsor' from the leadership team. The most encouraging thing is that we have a very strong pipeline of women."*

**Iván Martén**, Senior Partner & Managing Director / Madrid



*"I've been fortunate to meet and work with several female role models who make a long-term career at BCG ever more possible. You can have a wonderful personal life, while being excellent at your job."*

**Rita Silva**, Project Leader / Lisbon





# INTERNATIONAL OPPORTUNITIES



*BCG is giving me the opportunity to pursue an MBA at the Kellogg School of Management in Chicago. This experience is enabling me to broaden my skill set and enrich my network. I've been at school only a while, but it's shaping up to be an amazing year!"*

*Genevieve Soh, Consultant / Singapore*



*Thanks to BCG's Associate Abroad program, I am spending 12 months in Casablanca. I am super impressed with the variety of people I've met and with the topics we are working on (i.e. building new cities to address population growth challenges). The impact of our work on the population is a great source of motivation!"*

*Chloe Raby-Roussel, Consultant / Casablanca*



*I was lucky to transfer to Sydney as part of the Ambassador program. It was amazing to see the similarities and differences that exist halfway around the world. It has given me a greater appreciation of what it means to be a BCGer."*

*Ugwechi Amadi, Project Leader / San Francisco*

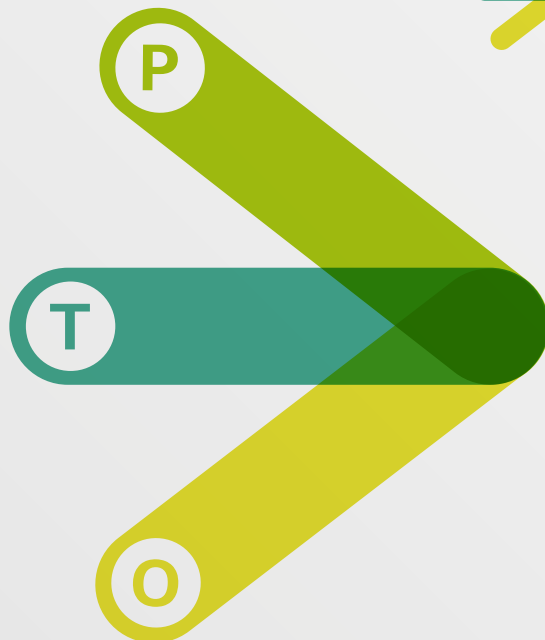




# PTO

PTO (predictability, teaming, and open communication) is BCG's global innovative program, developed in partnership with Harvard, that helps make your work easier to predict, your schedule easier to plan, and your career more satisfying long term.

PTO establishes a detailed roadmap for each BCG project with transparent working norms and priorities for each team member; and provides a forum for sharing team member progress and needs.



*"PTO has enabled a more sustainable career for me at BCG. It has created a healthier, more productive, and more enjoyable work environment."*

*Smitha Sharma, Consultant / New York*



*"PTO urges the case leadership to prioritize work and keep work-life balance in mind. This really helps given the challenging nature of consulting."*

*Yushan Jiang, Associate / Beijing*



*"PTO has made my case experience better by being very concrete in finding solutions to issues that arise: from small things like changing the timing of meetings to larger ones like clarifying scope. It is also great to feel that, as a team, we can discuss openly anything and, as an individual, I have people who care about my experience."*

*Chloe Marceau-Gosselin, Associate / Montréal*



# FLEXIBILITY@BCG



*As the mother to a growing young family, it has been important to me to work part-time whilst continuing to develop deep client relationships and take on leadership roles. Flex has been a key part helping me to make sure that I could be successful, and give of my best, along all the different dimensions of my life."*

**Anna Green**, Partner & Managing Director, Office Leader / Sydney



*Flexibility at BCG has made my wildest dream possible. I took a two month FlexLeave sabbatical to pursue a pâtisserie course in Paris."*

**Ayshwarya Vikram**, Project Leader / Mumbai



*Over the years as my sons have grown up, I have hugely valued the fact that I work part-time and can make sure that as my career thrives, so does my family."*

**Miguel Ortiz**, Senior Partner & Managing Director, Head of European Insurance Practice / London

Flexibility@BCG is available for all of our BCG employees and allows employees to raise families, pursue personal passions, and live balanced lives—all while doing the work they love at BCG.

Our Flexibility@BCG approach offers you enhanced work options and the ongoing support to manage them. For those who would like to participate and are eligible, the options are these:\*

## FLEXTIME

Part-time arrangements to reduce weekly work hours. BCG will help you design a model that meets your individual needs and career ambitions.

## FLEXLEAVE

Opportunity to take an additional block of time off during the year.

## FLEXPATHS

Access to a large selection of experiences to further your personal and professional development. These may consist of social impact secondments, work abroad, leaves of absence, or courses leading to advanced degrees.

\* Options and names may be different in each office.



# THE WOMEN@BCG PROGRAM

Through Women@BCG, we offer global best-in-class career development, mentorship, training, and networking programs to help you excel—personally and professionally. We also organize a diverse set of conferences, meetings, and events to connect you to other successful women and provide you with social and networking opportunities.



*This year's Women Conference was a lot of fun! We also had inspiring small group discussions where associates and Partners alike shared their own experiences. It was very helpful to hear different perspectives from my colleagues who were going through similar events."*

*Jeeseon Oh, Associate / Seoul*



*I am continually impressed by BCG's commitment to Women@BCG, which aims to empower women across the company to fulfill their potential. From the day I joined BCG, I have been welcomed and supported beyond my expectations."*

*Leila Hoteit, Partner & Managing Director / Dubai*



*BCG puts a lot of effort into affiliation and making sure women feel surrounded by other interesting, passionate, and creative women who they can leverage as role models."*

*Sandra Idehen, Project Leader / Lagos*





# ONE BCG MANY PATHS

BCG provides an unlimited opportunity for growth. There are numerous models for success and many examples of women at BCG taking the initiative and staking out new terrain. This is a firm with many paths, and you can choose which one you want to follow—or create your own.

*"I love this quote from Thomas Jefferson as it represents what I have learned at BCG: 'If you want something you've never had you must be willing to do something you've never done!'"*

**Andrea Sandorova**, Associate / Prague



Andrea holds a master's degree in financial economics and macroeconomics and forecasting from CERGE-EI in Prague. Before joining BCG, she completed her summer internship with the firm and was also a member of the winning team at the BCG Strategy Cup.

Judith's initial career plan was to become a diplomat. She holds master's degrees in history and German and French literature from Ludwig-Maximilians-Universität in Munich.



*"Women on my teams consistently say that BCG provides a more level playing field for them to rise through the ranks."*

**Judith Wallenstein**, Senior Partner & Managing Director / Munich



Panyisa graduated from Thammasat University in Thailand as a finance major. Like others, She spent her first BCG years in various industries before deciding on the area she felt most passionate about: consumer goods and telecommunications.

*"BCG is like a big family. The best part of it is when you have a question, you can always ask."*

**Panyisa Samatadol**, Project Leader / Bangkok

*"You can add tremendous value at BCG by being authentically you. Seek to intimately understand your strengths, and don't be afraid to use them—you'll surprise yourself and inspire others with your courage."*

**Lauren Jensen**, Project Leader / Minneapolis



Lauren holds a degree in "science business" (premed) and a supplementary major in French from the University of Notre Dame. She came to BCG hoping to better understand how science and business intersect, and her wish has come true. More recently, she has fallen in love with the fascinating, relatable, and ever-changing consumer space.

Rachel was a strategy advisor for the Clinton Health Access Initiative working in Rwanda and was part of the UN Mission for Ebola in West Africa. Rachel has a PhD in clinical medicine in embryology from The University of Oxford.



*"BCG helps you build the skills to deliver impact on problems you are passionate about solving. BCG has enabled me to take these skills to developing countries and have tremendous impact on health care delivery, including working on Ebola, polio and nutrition."*

**Rachel Swift**, Principal / Los Angeles

*"The most fun, interesting, and important experience I've had at BCG was attending a boot camp circle training with the whole team – from visiting associates to partners – with the tough instructor counting the pushups of the visiting associates versus those of the partners. You can guess who won!"*

**Nicole Voigt**, Partner / Düsseldorf



Nicole holds a civil engineering and business administration degree from University of Leipzig and an MBA from Kellogg School of Management.

Nishi holds an industrial engineering degree from Georgia Tech. She intends to use her experience and skills to create an impact through education reform.



*"Early on at BCG, I learned that 80% of delivering your message effectively is putting yourself in the audience's shoes. The remainder is tailoring it accordingly."*

**Nishi Anand**, Associate / Atlanta

# Our alumni lead organizations

We believe that every case is a new challenge and a new opportunity to grow. This focus on constant learning helps you to turn your enterprising spirit into global success in life beyond BCG.

Alumni network

approaching 20,000





# AWARDS

We are proud to be recognized both for the excellence of our work and for the opportunities for personal growth that we provide to our employees.

Numerous independent organizations have recognized BCG.

## GLASSDOOR'S BEST PLACES TO WORK

BCG is on the Best Places to Work list for 2016, earning a Glassdoor Award, which relies solely on the input of employees.

## FORTUNE'S 100 BEST COMPANIES TO WORK FOR

For the sixth consecutive year, BCG has been ranked in the top five of *Fortune's* "100 Best Companies to Work For".

## CONSULTING MAGAZINE'S BEST FIRM TO WORK FOR

For the second consecutive year, BCG is ranked number one on *Consulting* magazine's "Best Firms to Work For" list.

## WORKING MOTHER'S 100 BEST COMPANIES

In 2015, *Working Mother* magazine named BCG one of its "100 Best Companies" for parents in the US for the eighth time.

## FORTUNE'S GREAT PLACES TO WORK FOR DIVERSITY

In this award's inaugural year, *Fortune* has ranked BCG as one of the top five Great Places to Work for Diversity, an honor that reflects our commitment to diversity and inclusion.

## HUMAN RIGHTS CAMPAIGN AWARD FOR WORKPLACE EQUALITY INNOVATION

For the ninth year, BCG received a perfect score on the Corporate Equality Index, recognizing equality for lesbian, gay, bisexual, and transgender employees.

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*Consulting* magazine has consistently awarded BCG women for their influence and leadership skills.

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## WOMEN LEADERS IN CONSULTING



WENDY WOODS

## TOP 25 CONSULTANTS



MIKI TSUSAKA

## LIFETIME ACHIEVEMENT



ANTONELLA MEI-POCHTLER



ROSELINDE TORRES



SHARON MARCIL



SANDY MOOSE



## WANT TO LEARN MORE ABOUT WOMEN@BCG?

Please visit us at:

<http://on.bcg.com/womenatbcg>



## WANT TO JOIN ONE OF OUR EVENTS?

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