



Consultant Job Description

What Bain Looks For

- Sharp problem-solving skills
- A results-oriented track record
- Solid leadership experience
- A passion for consulting—and for life
- These are the qualities Bain looks for in an ideal candidate

Do you have what it takes to succeed as part of the Bain team?

- **Problem-solving:** Consulting is all about helping clients to overcome their most vexing business challenges. We look for candidates with the ability to analyze a situation and formulate an effective solution. Team experience and academic achievement may also indicate strong problem-solving skills.
- **Results:** Bain has a proud legacy of generating results that have a positive, measurable impact on the client's bottom line. No matter what your background, we want to see that you made a quantifiable difference in an organization's success.
- **Leadership:** Do you have proven leadership experience? Whether through work, school or extracurricular activities, being a leader frames your application in a favorable light.
- **Passion:** We look for candidates who show an enthusiasm for solving client problems and delivering meaningful results. Who are focused on succeeding as individuals and as part of a team. And who have a zest for interesting pursuits outside of the office. Passionate people bring an energy to client engagements that inspires their colleagues to do even better work.

Key learning at Bain

As a Bain consultant, you are immersed in all aspects of our end-to-end process. Develop a plan to solve the client's problems. Execute the analysis. Translate data into meaningful insights and recommendations. Move the client to action. Everything you do is geared toward achieving bottom-line results for our clients.

Along the way, you also learn to refine your interpersonal and people management skills. This helps you to properly identify client needs, build deeper client relationships and gain consensus – all of which make you a better leader.

Learning as a Bain consultant takes many other forms, from formal global training programs to informal mentoring on a day-to-day basis. The overall experience is incredibly enriching from both a personal and a professional standpoint.

Duties & Responsibilities

Successful Bain consultants are recognized not only for their excellent analytical and interpersonal abilities, but also for their drive to find strategic solutions that translate into lasting results for their clients. At Bain, consultants grow and sharpen general management skills, strategic, operational, organizational and financial, with every engagement.

New consultants immediately join client case teams and become intimately involved in the formulation and implementation of strategic recommendations to improve the economic performance of their clients.

Given the workload and performance expectations of this position, Consultants are regularly required to work more than 50 hours/week to perform essential duties of the job.

Typical assignments include gathering data in the field, speaking with customers, performing financial analysis, preparing client presentations and working with clients to implement recommendations. Consultants work across



a variety of study types (e.g. strategy, mergers and acquisitions, private equity), across a variety of industries (e.g. financial services, telecommunications and technology, retail, consumer products) and across a variety of geographies worldwide.

Qualifications

Most candidates for the consulting position have an MBA and enter as a consultant. We also consider candidates with other advanced degrees and industry experienced hires, who may not have an advanced degree.

Candidates for the consultant position should be highly motivated individuals who possess excellent analytical and interpersonal abilities, a keen business sense and strong academic records. We select people with intelligence, integrity, passion and the ambition to make a mark. Then we develop and train them to reach their full potential.

Since Bain is a general management consulting firm, we are not looking for individuals with specific industry expertise. Our consultants do not enter an industry practice area and do not specialize until later in their careers. We look for people who possess a high level of energy and a sincere desire to affect change in diverse industries on diverse client challenges.

Our professional team represents a diverse group of individuals. In all, we are 4,800 individuals from varied backgrounds working in 48 offices around the world.

To learn more about specific offices and our recruiting process, please visit www.joinbain.com