

MANAGEMENT CONSULTANCY

Sector Background

Changes in the domestic economy, the economies and politics of other countries, social legislation and the impact of new technologies all bring challenges and opportunities calling for knowledge and expertise, not always readily available within an organisation. To meet these challenges and grasp the opportunities, organisations often call in Management Consultants to undertake specific assignments as part of good management practice.

“Management Consultancy entails the provision of objective advice and assistance relating to the strategy, structure, systems, management and operations of an organisation in pursuit of its long-term purposes and objectives. This may include the identification of options with recommendations, the provision of additional resources and / or the implementation of solutions”
 – [IMCA, 2016](#)

Management Consultants can operate as specialists or generalists, but all typically provide services across a variety of industry sectors in the following areas:

- Strategy
- Programme Management
- Operations
- Human Resources
- Change Management.

Management Consultancy firms can range from those that offer end-to-end solution provision, to niche firms that offer specialist skills and knowledge. Whether specialists or generalists, consultants use four key resources: objectivity, broad experience, analytical skill and full-time attention to each assignment.

Typical Roles

Some roles in this sector include;

<ul style="list-style-type: none"> • Management Consultant • Business Analyst 	<ul style="list-style-type: none"> • Environmental Consultant • IT Consultant
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Entry Routes

Management Consultancy

Most large management consulting firms have structured graduate entry programmes and are quite clear about what they are looking for from graduates. The stages of the recruitment process are usually explained clearly on their website. Large management consultancy firms have formal graduate recruitment programmes with closing dates usually in November and December but some can be as early as October. Smaller firms may recruit year round. Deadlines for summer internships may be slightly later than for the graduate programme. It is always important to check with each firm as late applicants are rarely considered. Check [UCD Careers Connect](#) regularly for more details on internships and graduate programme opportunities.

The application process tends to be rigorous and very structured. Competition for entry is always intense, and consulting firms are known to only consider the very best candidates, so applications must be of an extremely high standard. Applicants are advised to apply early and undertake plenty of research.

To be successful potential candidates will need to demonstrate:

- Consistently high academic grades
It is not compulsory, but studying an undergraduate degree in a related area such as finance, business administration, business management or accounting would be beneficial. Those students who know the specific field of consultancy they intend to pursue may want to consider a degree in that specific area. For example, someone interested in computer systems may wish to earn a minor in computer science. Other courses of study to consider include marketing, psychology, human resources, engineering, political science and government.
- Participation in a variety of extra-curricular activities
This could include organisational, fund raising or promotional activities.
- Some work experience
Ideally an internship in a consulting firm, but any relevant office experience is beneficial.
- IT and languages skills if relevant to the position.

Work experience will significantly improve the content and quality of your application. It will give you industry sector knowledge and help you develop key skills such as organisational ability, interpersonal skills and commercial awareness which are absolute requirements to gain entry to management consulting.

The selection process is rigorous and can include psychometric tests, assessment centres and competence-based interviews. Assessment centres are very common and can take place over two days with activities such as psychometric testing, case studies, group and individual tasks, social events and interviews. Competency based interviewing is standard: this means candidates will be

asked to give examples of times they have demonstrated various skills in the past. These competences could include attention to detail, project management or working under pressure.

Relevant Bodies & Professional Associations

<u>Institute of Management Consultants & Advisors in Ireland</u>	<u>Consulting Ireland</u>
<u>McKinsey & Company Ireland</u>	<u>Accenture Ireland</u>
<u>Willis Towers Watson</u>	<u>Boston Consulting Group</u>