CONSULTING

Recruiting Pathways/Timelines and 5 Key Things to Know

MIT MANAGEMENT
CAREER DEVELOPMENT OFFICE

5 KEY THINGS TO KNOW ABOUT RECRUITING IN CONSULTING

1. **Recruiting Pathways:** Bigger firms recruit through Sloan with a structured, predictable process (cohort hiring), while boutique firms recruit with a less structured process (networked job search). Bigger firms are leaning into the internship pipeline to fill full-time MBA roles.

2. **Opportunities:** Consulting is a broad industry with opportunities in general management consulting and more niche spaces where specific industry experience is valued. MBB are the most competitive; if your ultimate goal is to be a management consultant, you need to look beyond the top 3 firms.

3. **Candidate Profile:** Top consulting firms look for people who have both incredibly strong analytical skills and incredibly strong people skills/EQ. They also look for candidates who display curiosity.

5 KEY THINGS TO KNOW ABOUT RECRUITING IN CONSULTING

4. **Preparation**: Students who get top consulting offers do intense case preparation for 2-3 months; case prep can't be crammed! Financial and mental math skills are critical for casing. Behavioral interviews and coffee chats are critical as well as they demonstrate your potential client-facing skills.

5. **Genuine Interest:** Many students apply out of FOMO once they see the early and structured process. Firms figure out in the interview process whether you have an authentic interest. Because of the intensity of preparing, *there's an opportunity cost to pursuing consulting when it is not a true interest* (your recruiting time and energy may be better spent elsewhere).

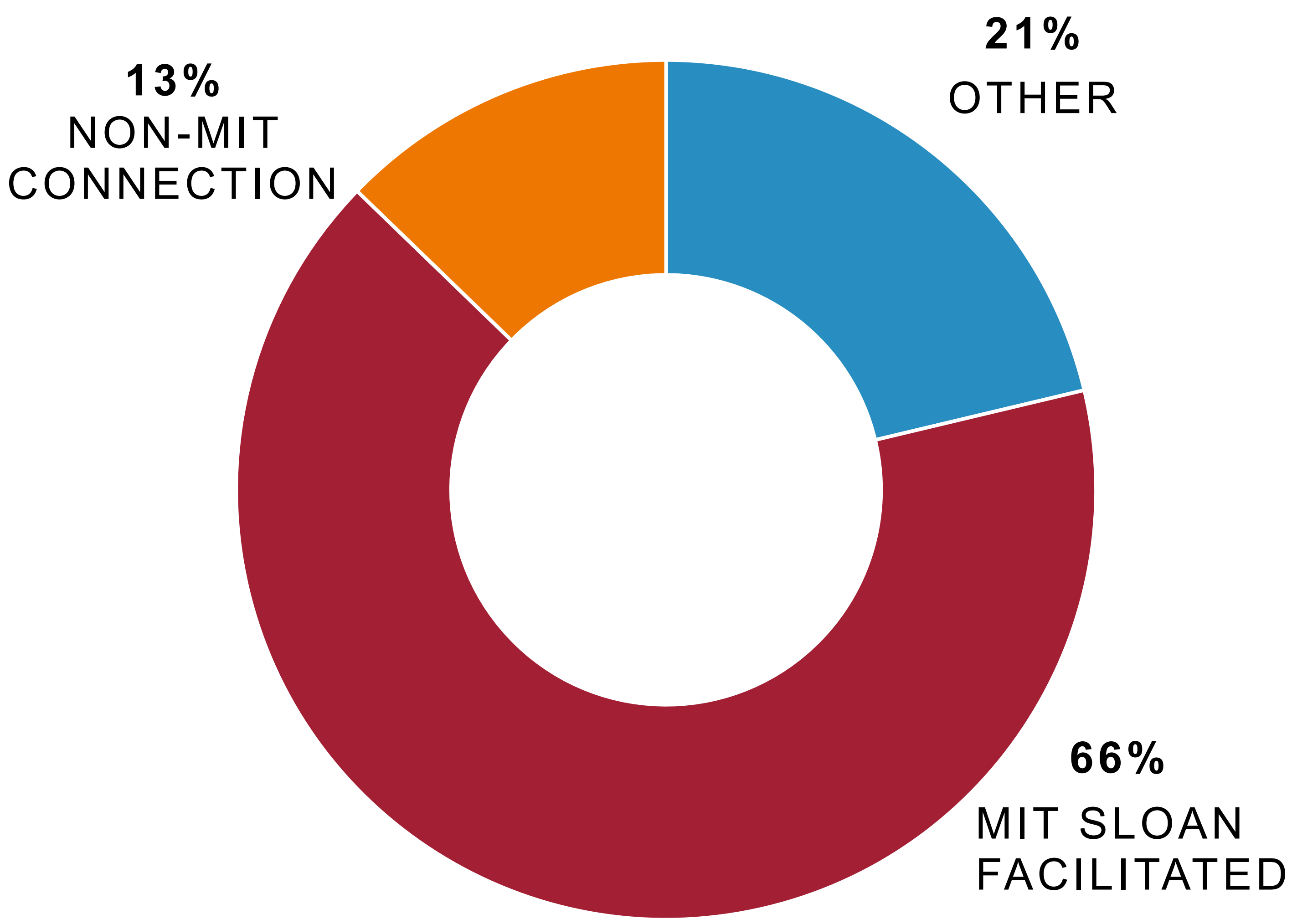
PATHWAYS TO CONSULTING

In consulting, the primary pathway to finding an internship is via cohort hiring, with a structured MBA recruiting process. Consulting firms, particularly the bigger firms, will host company presentations, coffee chats, and other events to connect with Sloanies in the fall. Boutique firms recruit with a less structured process and require a networked job search.

COHORT HIRING

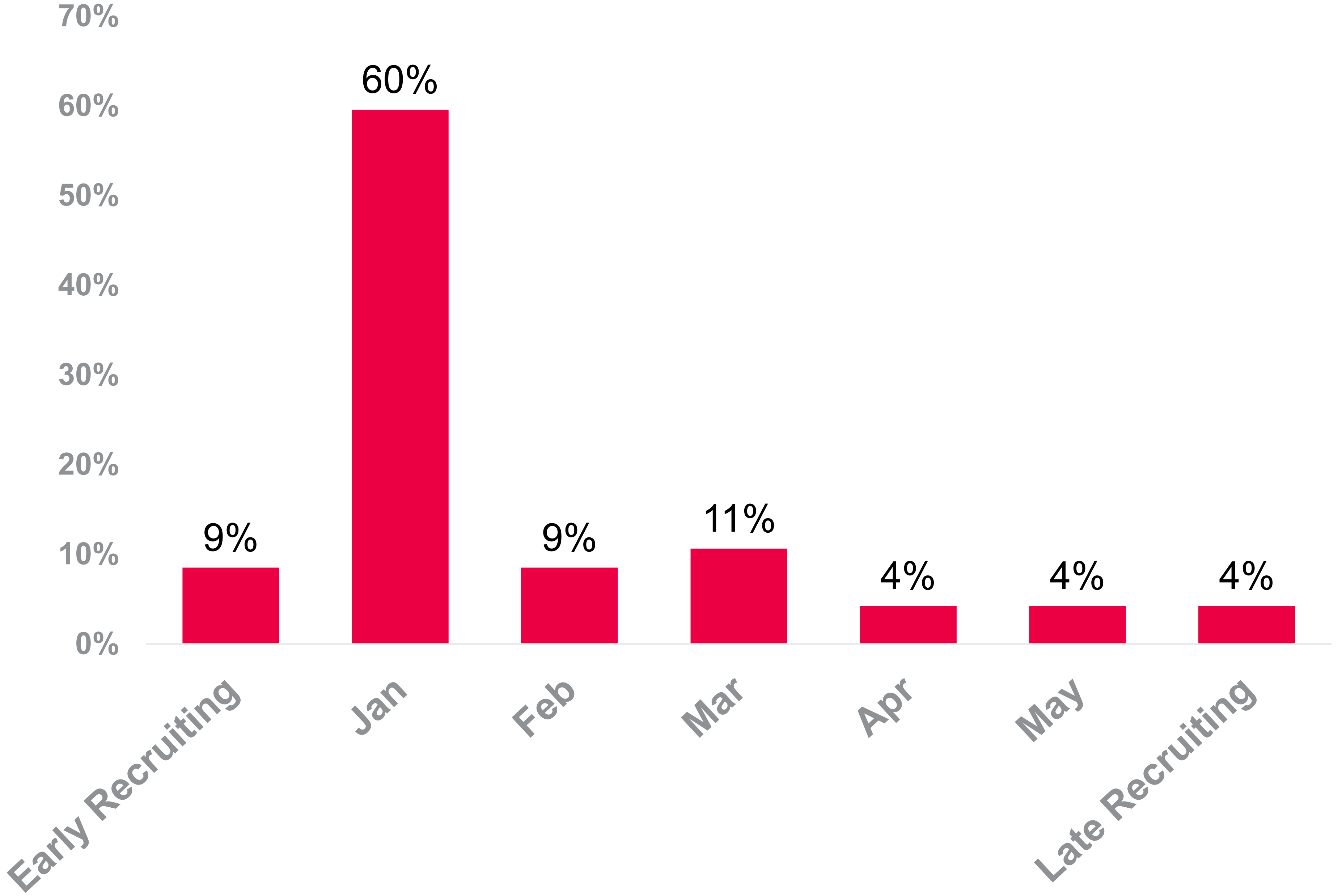
- Cohort hiring refers to companies that hire MBA students in volume each cycle to create a cohort of MBAs.
- These companies have structured and predictable recruiting processes and use internship recruiting as a pipeline to fill full-time roles.
- Cohort hiring takes places months in advance of start dates, often in the Fall semester or IAP.

WHERE TO FIND CONSULTING INTERNSHIP OPPORTUNITIES



Most consulting offers come from MIT Sloan-facilitated opportunities, reflecting the cohort hiring path.

WHEN DO COMPANIES EXTEND OFFERS

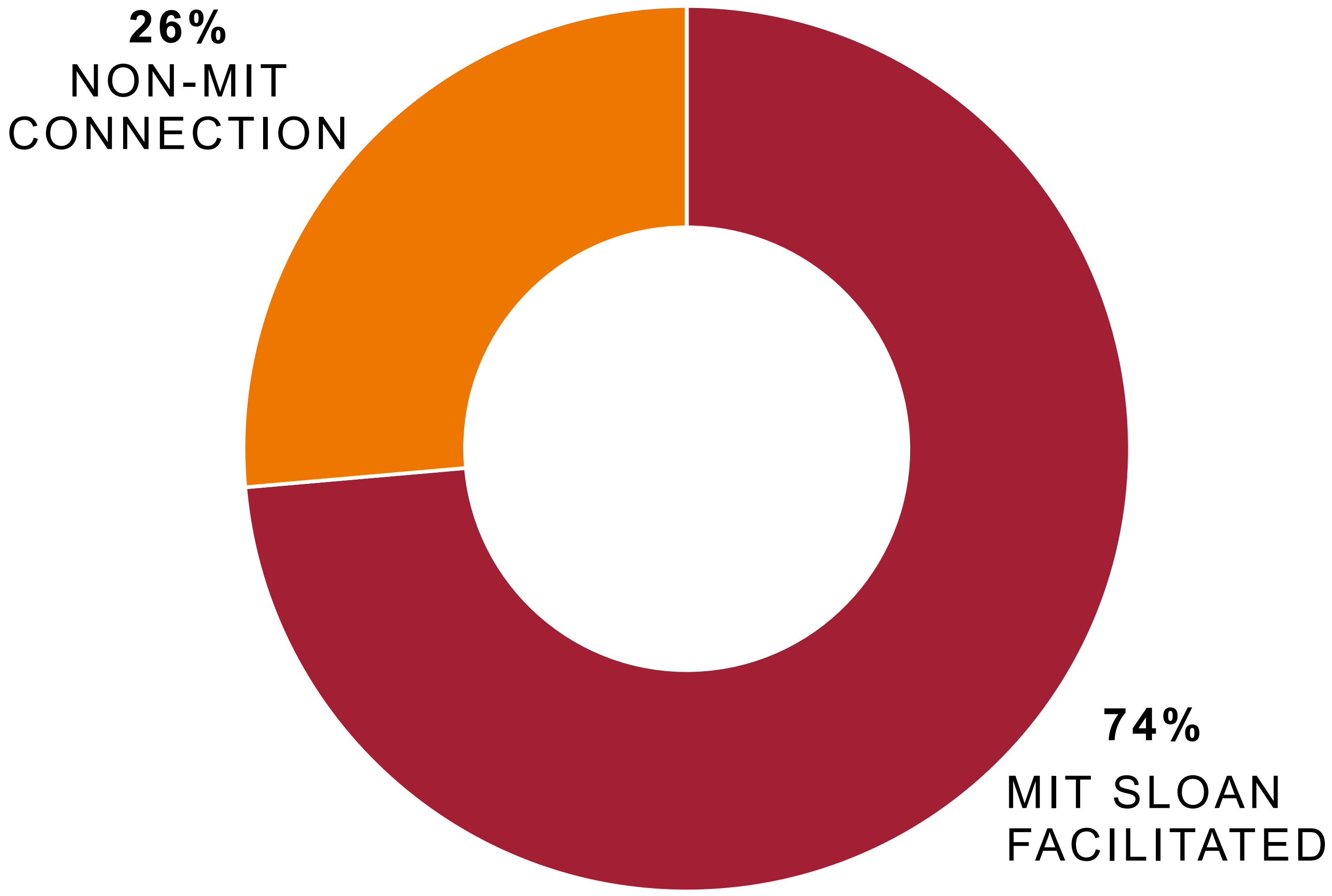


The peak of consulting internship offers has historically been in January. However, offers can get extended throughout the recruiting cycle, depending on the company, and timing may shift with market conditions.

MBA CLASS OF 2026 CONSULTING INTERNSHIP OFFERS

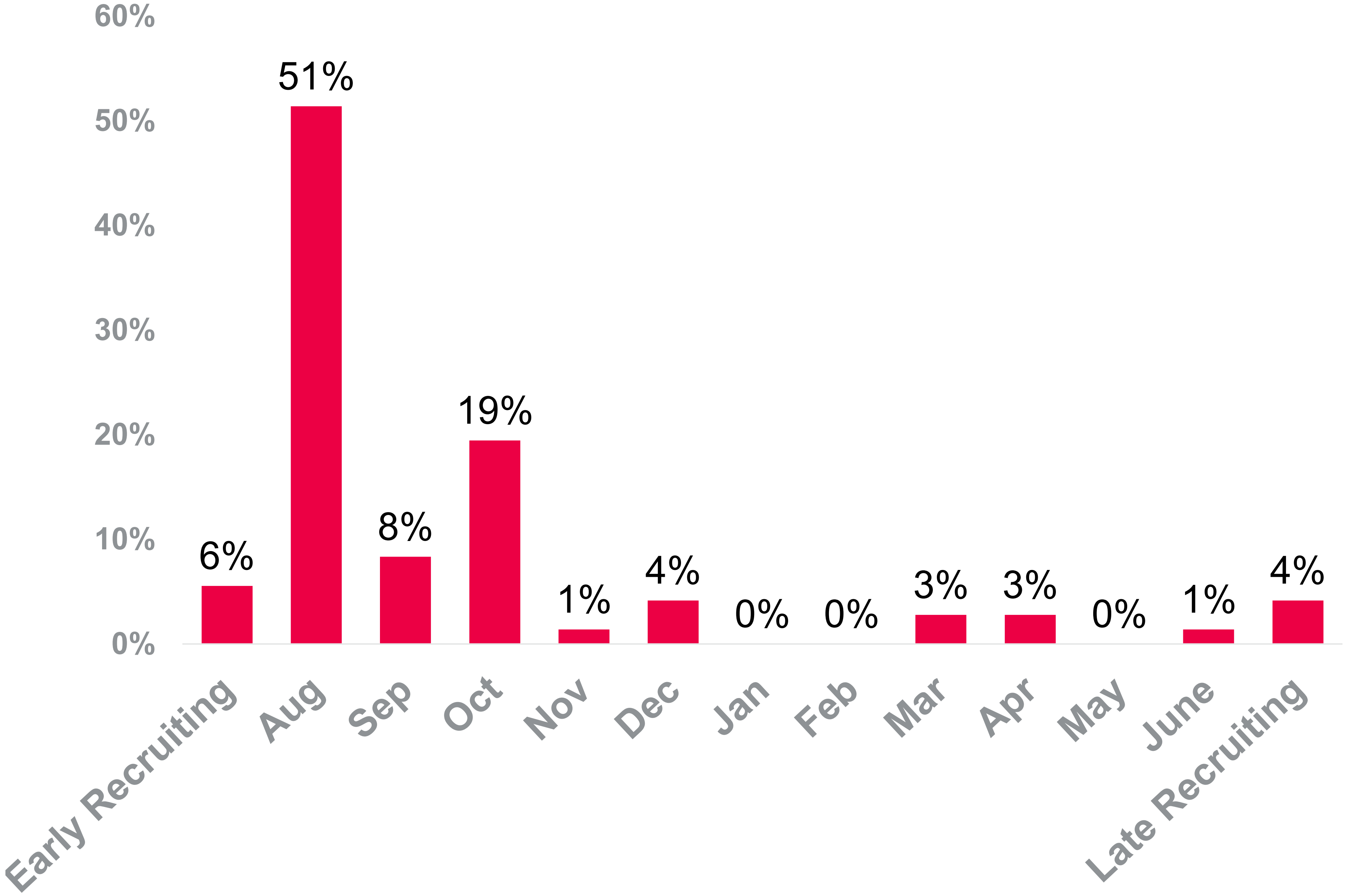
Source: MBA25 Internship Employment Survey – all offers reported

WHERE TO FIND CONSULTING FULL-TIME OPPORTUNITIES



Most full-time consulting offers come from return summer internship offers.

WHEN DO COMPANIES EXTEND OFFERS



Full-time consulting offers peak in late summer into the early fall with return offers from internships and any "greenfield" offers. However, offers can be extended throughout the recruiting cycle, depending on the company, and timing may shift with market conditions.

MBA CLASS OF 2025 CONSULTING FULL TIME OFFERS

Source: MBA25 Post Grad Employment Survey – all offers reported

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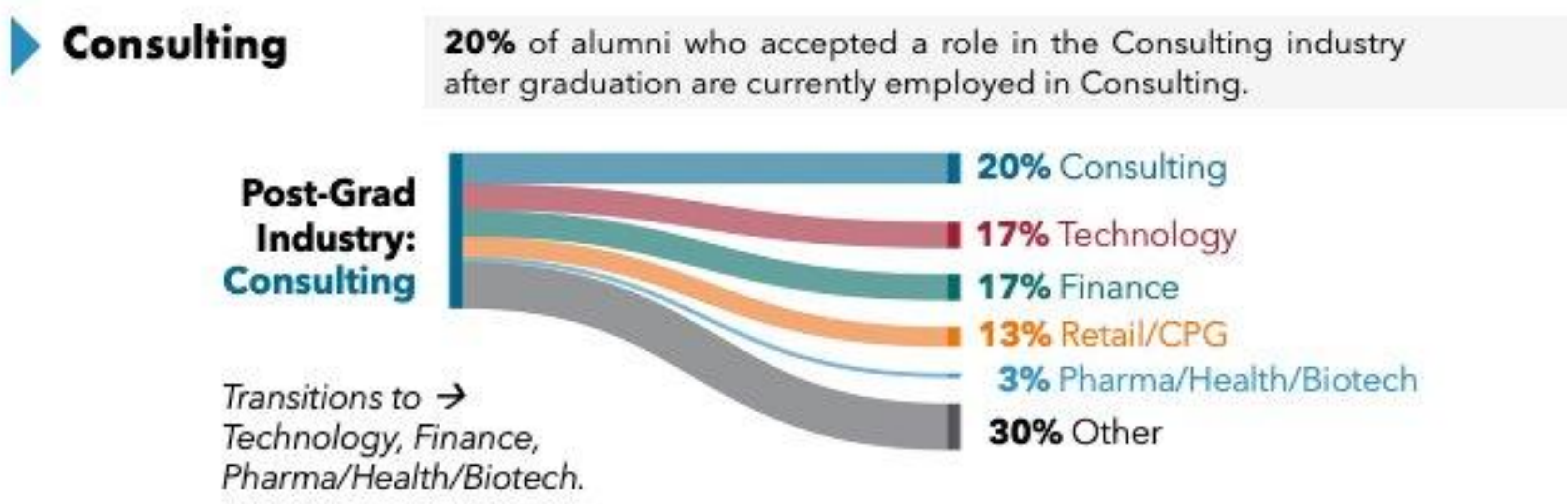
CAREER PATHS AFTER GRADUATION

The consulting industry sees a high rate of career transition.

80% of graduates that entered Consulting made transitions to other industries by the 5- or 10-year mark after graduation.



Alumni Career Mobility Survey 2022-2023
Note: This data includes students from multiple programs. View the full report for MBA program specific data.

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HOW AI IS IMPACTING CONSULTING

Roles have not changed but now require AI competence and continuous upskilling
Critical thinking and structure are still paramount; use AI as an accelerator, not a dependency. Technical and digital talent is in high demand, with expectations of AI fluency and continuous upskilling. List your technical skills clearly on your resume.

AI heightens the need for judgment and translation from technical to non-technical
Humans need to synthesize AI output, apply judgment, ask the right questions. Firms seek candidates who can bridge the technical and non-technical, who know when and where to deploy these new technologies. Communication, translating insights, and leadership take on growing importance.

AI tools automate core elements of consulting, increasing both the pace and depth of research, analytics, and deliverables.
Candidates may be asked to demonstrate their ability to use AI to conduct analytical and research work.

ADDITIONAL KEY POINTS

- Career switchers are welcome; previous consulting experience is not required.
- Case and behavioral interviews are both critical to success.
- Firms host a multitude of events to reach the maximum number of candidates. It is not necessary to go to all events; prioritize events to meet people at target firms.

CAREER IS EVERYWHERE AT MIT SLOAN

As you explore Consulting, remember that MIT Sloan offers many resources to explore, connect, experiment, and find your next career path from the CDO, to Academics, to the broad Sloan community and beyond.

CDO	**1:1 and Group Advising** via Career Central Career Core and Workshops Sloan Industry Advisors	Alumni and Peer Directories (Infinite Connections, Alumni Advisors Hub, Internship/FT) Career Peers	Industry and Company Events, e.g. Case Workshops **Resources for Interview Prep:** RocketBlocks, Case Coach, FastMath **Your CDO:** Consulting
Academics	Courses Class Projects	Teaching Assistants Research Projects	IAP **Action Learning** G-Lab, sLab, SEID projects)
Clubs	**Clubs** Management Consulting Club Functional/Industry-focused clubs	Club Career Events Club Leadership Activities	Club Speakers Trips and Treks
Conferences and Competitions	Case Prep and Competitions Hackathons		
MIT Community	**Students:** MBA/LGO, MFIN, MSMS, MBAn, EMBA, Sloan Fellows Faculty Alumni	**70+ Centers, Labs and Initiatives** MIT Centers Martin Trust Center for MIT Entrepreneurship	

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SLOAN MANAGEMENT CONSULTING CLUB

- **Sign up for the club on Sloan Groups**
- **Member benefits include:**
  - Industry orientation – learn about careers in consulting through community events and panels
  - Interview prep – comprehensive training sessions and a copy of the Sloan Casebook
  - Peer coaching
- **Reach out with any questions!** mcc.officers@sloangroups.mit.edu