

CAREERS IN CONSULTING

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A career in management consulting can offer diversity, challenge and personal reward. At the same time different types of consulting firm typically offer different career experiences which is something that should be understood from the onset.



If you are considering a career in consulting there are a number of factors that should be evaluated: The rewards that a consulting position can offer, in particular those related to personal growth; the personal demands associated with a consulting position, and finally the type of consulting organization and working culture that fits your own ambition and personality. Together these factors constitute an important personal career decision.

Larger consulting firms typically offer a wide range of internal development resources such as training programs as well as the

opportunity to work in large teams. In many cases however they are forced to adhere rigidly to the use of standardized methodologies in order to assimilate and utilize large intakes of new and relatively inexperienced staff. During their first years consultants may be placed in behind-the-scenes consulting roles, performing analysis or development tasks that contribute to the output of a larger consulting engagement.

Smaller, more boutique firms on the other hand are more inclined to place consultants in a client facing role very early in their careers which offers an end-to-end view of each

project from start to finish. In the absence of a broad library of training resources they assimilate their staff through mentorship schemes providing the opportunity to build knowledge and confidence by working closely with senior consulting practitioners. This approach requires a greater level of independence and responsibility from the individual but if managed effectively can result in an accelerated career path with fewer barriers and less bureaucracy. SPConsulting certainly falls into this category.

These are very different career and consulting experiences, both bearing their own pros and cons. Consider carefully the type of experience that would inspire you before deciding to apply to any firm. Would you enjoy working as part of a large team contributing to part of a long-term consulting engagement, or would you prefer to be on the front line working alongside senior colleagues, but with high demands regarding independence and accountability?

Careers at SPConsulting

SPConsulting is constantly seeking well-qualified and highly motivated individuals to join our team. As a general guideline we prefer applicants to have between one and three years of relevant experience that may have been attained either

through internship or professional experience. A strong personality, excellent interpersonal, communication and analytical skills are required. The performance of individuals and the development of leaders will be key to our future expansion.

We expect our employees to be driven and dedicated with the attitudes and business knowledge required to excel in a client-facing project role. An appetite to travel extensively is also important due to the international nature of the projects that we conduct.

Those who are selected to join our team can expect an interesting career experience coupled with a distinctive lifestyle: The opportunity to work globally alongside senior practitioners, to gain international exposure and to participate in interesting projects involving direct client contact.

Most new staff begin their careers in a *Consultant* role with the possibility to progress later to *Senior Consultant* level working predominantly towards client management representatives, and then ultimately to the role of a *Consulting Manager* responsible for directing consulting activities and with dedicated functional or practice-related responsibility within our organization ■