

Roland Berger
Strategy Consultants

H's character
that creates impact

What we are looking for

It cannot be denied that in strategy consulting a lot is expected of applicants: excellent grades, challenging practical experience and strong analytical skills are all required. However, for us, meeting these criteria simply is not enough. At Roland Berger, we expect you to have personality.

Regardless of the project phase, our company's success is largely the result of our consultants' personalities and their ability to gain the trust of our clients. As our corporate motto states: "It's character that creates impact!"

At Roland Berger, we are not looking for stereotypes. Each and every one of you has a different background, experience and strengths. We believe that your non-academic achievements have had just as much influence on you as your area of study, be it the expedition you organized, the sporting success you achieved or the student organization you ran. It is the same for our employees; they all have something that makes them stand out.

This notebook aims to help you get to know us. It contains answers to the questions most frequently asked by our applicants.

We look forward to meeting you and encourage you to show us what makes you stand out.

**Sincerely,
Your recruiting team**

P.S.: The book contains plenty of space for you to take notes and write questions. If you would like to know more, please contact us: www.careers.rolandberger.com.

What makes
Roland Berger
unique?

"Creative strategies that work!" That - in a nutshell - is what we understand by strategy consulting. We think and act from a strategic perspective, formulating creative solutions for and in collaboration with our clients.

We pursue innovative ideas and develop customized solutions that work not only on paper, but also in practice. We take responsibility for implementing our strategies and help our clients realize their vision and their full potential.

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Is Roland Berger
a global player?

Working as a consultant at Roland Berger puts you in the top tier of global consultancy firms. 75% of our projects involve challenges in the international arena. Roland Berger's international network spans 2,000 people at 36 offices in 25 countries.

Each of these markets has its own distinctive character and unique identity. That is why we always have people who know the market inside out on board in our local offices. However, they often work alongside colleagues from other offices to find tailor-made solutions to international problems. We pride ourselves on our ability to blend international experience with local expertise.

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What is an
entrepreneurial
mindset?

Let's be straight to the point. We expect everyone who wants to be a consultant at Roland Berger to show initiative, be assertive and be willing to take risks. These are the entrepreneurial skills we are looking for. Once part of our firm, we will teach you to channel these skills into the consulting process, translating them into successful strategies.

However, ENTREPRENEURSHIP is not the only value that matters deeply to us. EXCELLENCE expresses our commitment to top performance, while PARTNERSHIP underpins our strict orientation to the needs of our customers and employees. Together, these are the three core values in which our philosophy is rooted.

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WHAT CLIENTS
WILL I ENCOUNTER AT
ROLAND BERGER?

You won't find off-the-shelf solutions at Roland Berger. Nor will you find the "typical" client. Each team of consultants is matched perfectly to the individual client and the specific challenge – every time. Our teams thus reflect precisely the mix of skills needed for each new project, allowing us to provide tailor-made solutions from the beginning.

So who are our clients? They are companies of every size, in every industry, who operate across the globe. That is why the challenges you will face are as varied as they are demanding. Indeed, this diversity is one of the main reasons why most of our consultants chose Roland Berger.

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Is it enough
just to be me?

Personality and character are crucial if you want to do well at Roland Berger.

Crafting brilliant strategies is only one side of the business. It is equally important to communicate solutions credibly and convincingly – and to show persistence in getting them implemented. What counts is your entrepreneurial mindset.

Excellent achievements in higher education and relevant practical experience are another must.

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Can I try out
Roland Berger?

Of course you can! There are two ways in which we can get to know each other.

In many offices, interns work as regular members of consulting teams. From day one, they are treated as a valued team member with full project exposure – client contact and all.

After completing their first year, MBA students can gain experience as consultants through our Summer Associate Program. These students are deployed in many offices around the world, where they get an inside view on life as a management consultant.

Take a look at these vacancies at your office of choice.

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*And what about
full-time positions?*

After you have completed your degree, you can join us to launch your career as a management consultant. You will learn a lot – and you will learn fast!

MBA graduates from top business schools and professionals with work experience can also explore new horizons at Roland Berger. Exactly how and where you start will depend on your professional background, your language skills and your own geographical preferences. To find out more, simply take a look at our careers portal.

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Once I've signed up,
how will I develop?

Well, let us ask you a question: Do you think you will ever know enough?

At Roland Berger, you learn something new every day, starting on day one. An introductory seminar familiarizes you – and all the other new recruits at our international offices – with the way we work. After that you can choose from a varied program of seminars to further develop your personal and professional skills. You will learn a great deal in a short space of time, allowing you to quickly take your career to the next level.

In addition, we also support our leading consultants in applying for 12- to 24-month MBA programs at renowned business schools by covering tuition fees and providing time off work.

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Do consultants
have a life
outside the office?

They say consultants work long and hard. True enough. But that is only half the story. You won't make a good consultant if you can't strike the right balance between life and work.

Roland Berger actively encourages its people to find – and maintain – this balance and keep themselves fulfilled at work, at home and at play. While our corporate culture of mutual respect is vital to this policy, there is also a willingness within the company to accommodate individual arrangements wherever possible.

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So what do I do now?

Visit our website for more details on the application process for specific positions and offices.

Contact us now:

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