

Embrace a career in strategy consulting

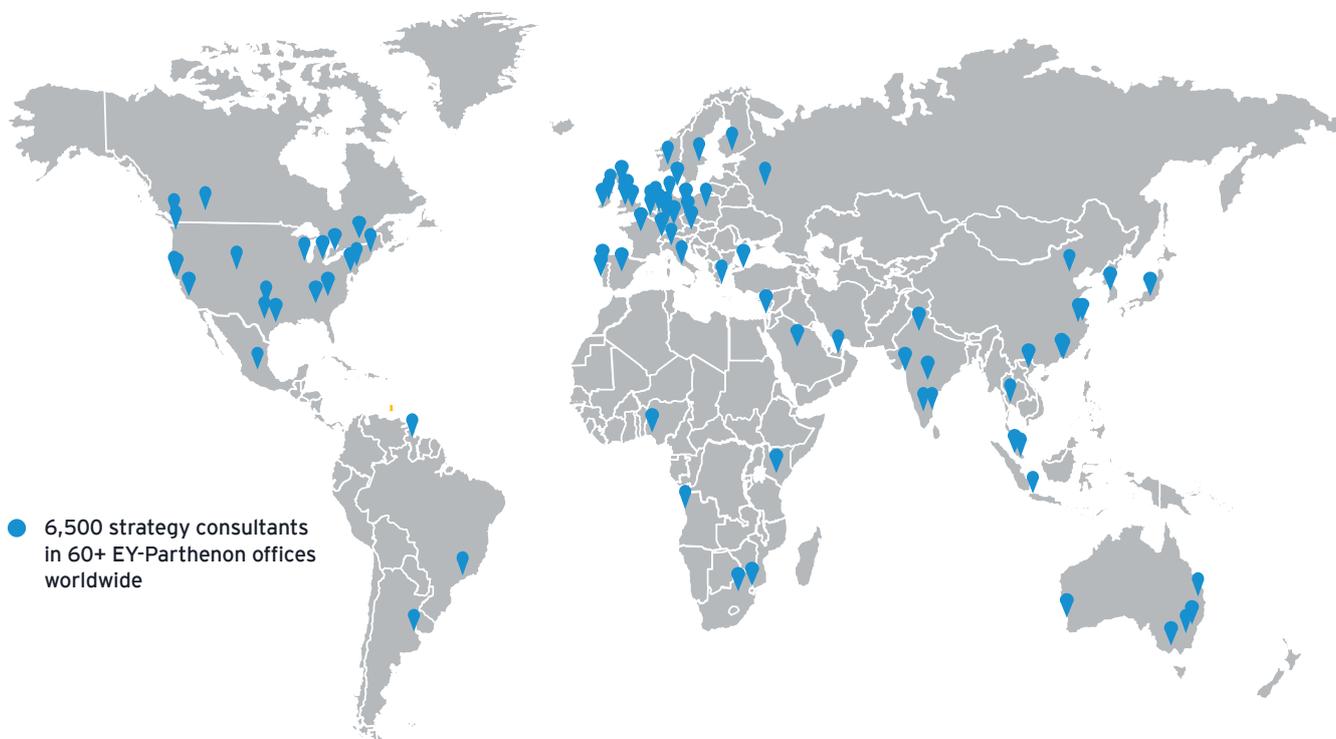
Strategy realized





If you are interested in
a career at a global strategy
consultancy firm...

... here are 5 reasons to choose
EY-Parthenon



01

STRATEGY

You will focus
predominantly
on strategy projects.

02

LEARNING

You will learn at an
unparalleled pace
and gain experience
within the full
breadth of EY-
Parthenon sectors.

03

RESPONSIBILITY

You will get
a broader set
of analytical,
managerial, and
client
responsibilities
earlier in your
career.

04

OPPORTUNITY

You will have
the opportunity
to contribute to
a growing and
entrepreneurial
firm.

05

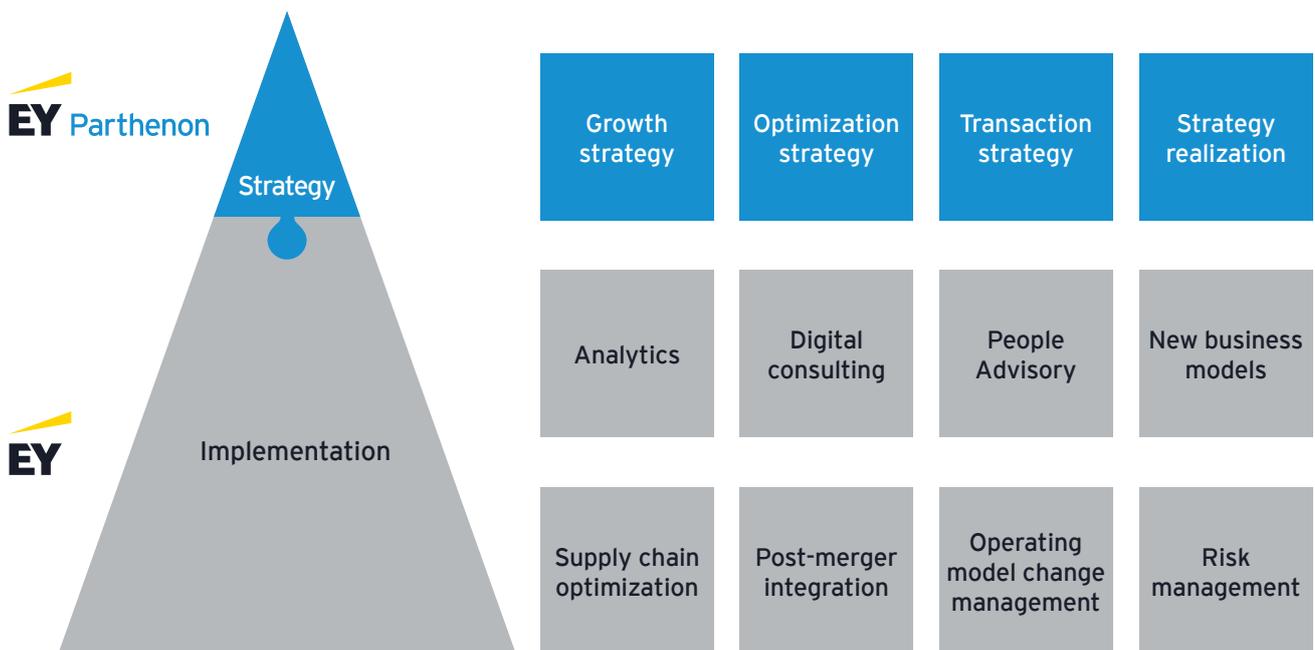
CULTURE

You will work in a
trust environment
and develop
relationships with
colleagues that you
can depend on for
life.

01 Strategy

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Our expertise at EY-Parthenon is focused on addressing the critical strategic decisions that senior leadership in our client organisations have to make. Our clients engage with us to challenge the status quo in their organisation and generate customised solutions to their complex business issues. Our teams connect with the right people, ask the right questions, developing actionable solutions which our clients can use to reach their full potential. In addition, strategic cases bring along the opportunity to leverage EY Group distinctive capabilities in numerous buoyant fields, such as digital and data science for example.



02

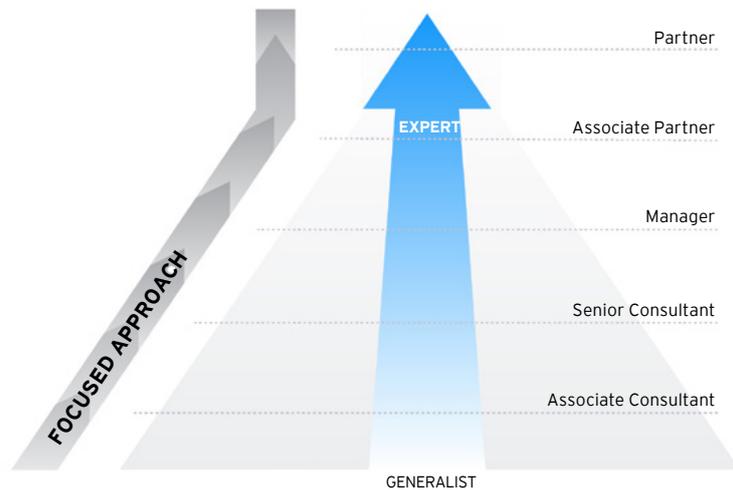
Learning

The breadth and depth of learning opportunities

At EY-Parthenon, we have a generalist approach to staffing. It provides an opportunity for you to fast-track your career, by addressing the most challenging strategic issues that business and organisational leaders in various industries face today.

Generalist approach

At EY-Parthenon, new joiners remain generalists during the first several years of their career. We believe that broad exposure to industries and project types benefits our consultants and enhances their ability to serve as true strategic advisers to their clients. Over time, there is opportunity to narrow one's focus and become an industry/functional expert.



Early on in your career, you can benefit from broad industry experience...
...over time, you need expertise to succeed.

Deep sector expertise

At EY-Parthenon, we focus on a breadth of industries, and have built expertise in a number of sectors, including:



Technology



Healthcare



Industry



Energy



Life Sciences



B2B Services



Private Equity



Education



Government and
Public Sector



Travel, Transport
and Logistics



Information
and Media



Consumer
& Retail

Individualized training program

Consultants regularly receive formal training tailored to the needs of their position (i.e. soft skills, hard skills, sector-specific skills). In addition to EY-Parthenon's annual international event (Parthenon Off-site Week), consultants participate in regular in-office sessions and have access to the 'StratPack', a syllabus of strategy frameworks. Training is truly collaborative, fostering best-practice and experience-sharing. Learning approaches are dynamic and diverse (e.g. formal presentations, case-cracking exercises, role plays, group discussions).

03

Responsibility

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You will get a broad set of responsibilities and benefit from exposure early on in your career

Extensive responsibilities from Day 1

From their very first day, Interns and Associate Consultants are entrusted with their own work stream, playing a key role in the solving of cases. From the beginning, you will be involved in the thinking process and definition of recommendations. You will work within small teams, alongside our most experienced professionals. You will get exposure to clients and play an active role in helping formulate impactful recommendations.

Action-driven and straight-talking

From the beginning, your thoughts and ideas are welcomed and valued. We believe people thrive when they are empowered and feel they have a genuine impact in the work they do.

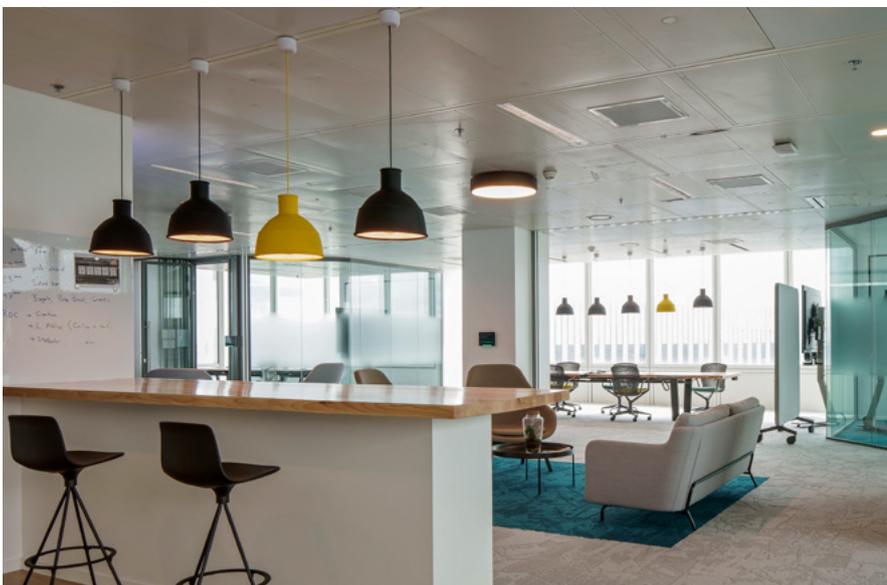
We expect our team members to be straight talkers and driven individuals. We trust the quality of our team members and the quality of their work.

“

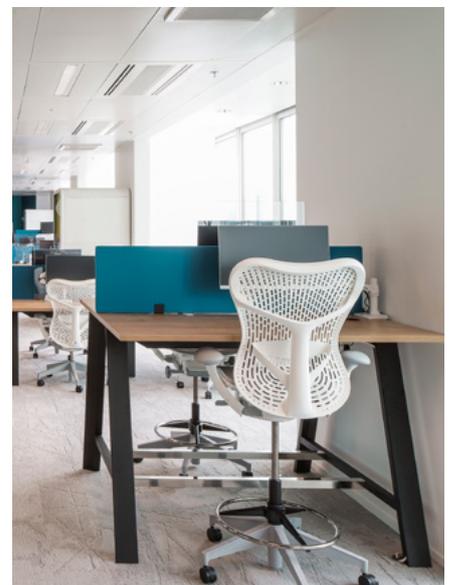
One of the things I value the most is the level of trust partners and project leaders grant us. As a result, from Day 1, you are given great exposure both at an internal level, during team meetings and internal reviews, and at an external level, meeting with clients, being a full member of the team.

Three telling examples come to mind: month #2, I was working on a project at a high-security pharmaceutical plant, taking an active part in client meetings. Month #4, I was presenting to the CEO of a leading French affordable luxury brand. Month #6, I was conducting a workshop in front of 10 people from a leading international luxury group, including the CFO.”

Senior Consultant, Ex-Intern, Paris office



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04 Opportunity



Navigate your own career at EY-Parthenon

There is no “typical” career path. We embrace each individual’s unique talent and encourage them to actively participate in the shaping of their career. To supplement the traditional casework experience, we offer customised opportunities to members who choose to pursue them. Two great examples are internal initiatives and global opportunities.

Internal initiatives

Teams are encouraged to participate in internal initiatives that support the business and social objectives of the organisation. These opportunities will allow you to flex your entrepreneurial mindset, to have an impact on our community, and to enhance your career.

Below are some examples of initiatives:

- ▶ **Drive recruiting efforts** – Join our recruitment team and recruit new talents. Actively help in the selection process of a candidate by conducting case interviews. Join our recruiter in our recruitment events.
- ▶ **Become a buddy or a mentor** – Each consultant has a buddy and a mentor throughout their career.
- ▶ **Lead social or environmental impact initiatives** – Join other EY-Parthenon clubs (e.g. Diversity and Inclusion team, Green Team) in driving new and existing social and environmental impact initiatives in our communities.

Global opportunities

With 60+ EY-Parthenon offices around the world, our international footprint allows us to provide our teams with global opportunities while still receiving the benefits of our boutique culture.

Below are some examples of these opportunities:

- ▶ **Rotate between different offices** – Spend 3 to 6 months in one of our international offices.
- ▶ **Transfer to another office** – Permanently move to another office location.
- ▶ **Scale up a smaller office** – We are always expanding, so opportunities are available to entrepreneurs who are excited about growing an office.
- ▶ **Work with clients around the globe** – We work with many global organisations, offering our teams the opportunity to join international case teams.

“

I was lucky enough to do a 3-month rotation at our Boston office last year. It was a great opportunity for me to meet new colleagues overseas, gain exposure to local clients in Massachusetts and work in a new cultural environment. On a personal level, it also gave me the chance to travel around the U.S. East Coast, which I had wanted to discover for several years.

Manager, Paris office

05

Culture

Our People: Smart. Nice. Driven.

We employ smart, nice and driven people who collaborate closely with our clients and develop deep relationships with them and their teams.

- ▶ Our highly analytical approach demands that we recruit and retain extremely bright and intellectually curious individuals.
- ▶ Our professionals are motivated to provide the highest level of service to our clients and to seize the opportunities that our entrepreneurial culture creates.

Fun, friends and life-long relationships!





Our people Their story



Hugo
Associate Consultant
ESCP

Why did you join the team and what made you stay?

"I joined the team because of my interest for the job, but also for the cheerful work atmosphere. Working at EY-Parthenon has offered me everything that I could have ever wanted in my first job. I have been privileged with challenging projects, high responsibility and a great learning curve. One of EY-Parthenon's key specificities is its entrepreneurial culture. The organization is really supportive and enjoys a rather flat hierarchy: everyone, including the most junior consultant, is encouraged to voice his opinion, ask questions and suggest solutions. This has a massive impact on the firm's performance and team spirit."



Yasmine
Manager
CentraleSupélec

How have you experienced the fast learning curve of the job?

"I've found an environment where everything is done to help improve quickly and continuously. Working within small teams, I was given a high degree of autonomy and responsibility from day one. I've always been in charge of my own work stream, gathering data, analysing it, finding the best way to present it - including in front of senior Partners & clients. When I compare my experience with my peers at other firms, I know I've been able to complete more projects than they have, which enabled me to be exposed to a wider span of experiences earlier in my career."



Nicolas
Senior Manager
X

Why do you enjoy the work you do?

“Strategy Consulting is a never-ending way to learn something, as we work for very diverse clients to solve high-stake strategic issues. Supporting our clients navigating through their complex challenges is the best way to deeply understand how business is done. During the first couple of years, you will have to develop both your analytical, communication and social skills to find the right “professional equilibrium”. At EY-Parthenon, you will find best-in-class teams with a strong challenger and entrepreneurial mindset. As a result, young consultants can be part of key internal projects to develop and enhance the firm. Once you are part of it, you will also find a friendly atmosphere, fostered by exceptional events all over the world. For all these reasons, EY-Parthenon is a unique opportunity to start your career.”



Julia
Partner
HEC

How do you feel about work-life balance?

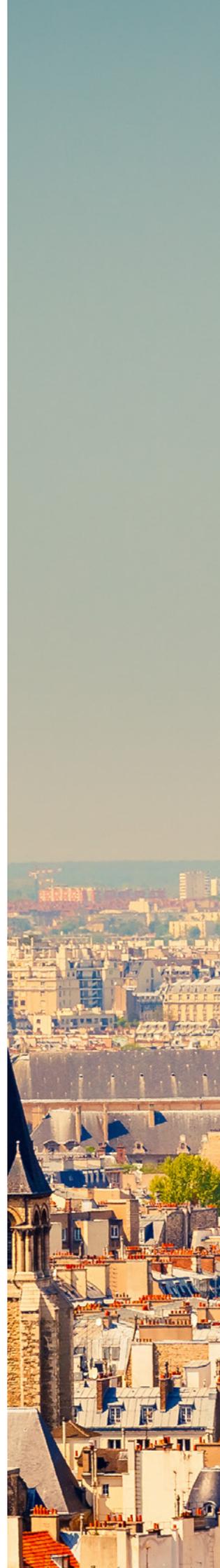
“As a mother of four, work-life balance has always been a daily priority. Far from being a source of tension, I must say this has brought me respect and esteem, from my peers, my teams, my clients... and also from my superiors when I was younger. Thus, saying ‘no’ to a late client meeting has never been a problem, even while I was a young manager, as I knew I had all the trust and support to do so. At EY-Parthenon, we believe that combining strategy consulting and work-life balance is possible, and strongly commit alongside our consultants to make it work.”

Let's meet

- ▶ There's no typical background to become a strategy consultant. In practice, students with an engineering, management or finance background and an interest in business matters tend to be part of our target group. However, we invite everyone who is analytical, in possession of both a strong personality and business sense to apply.
- ▶ To apply, you need to submit your resume and a cover letter via email at paris.recruitment@parthenon.ey.com. We accept applications year-round.

A few tips

- ▶ We use case studies to assess your problem-solving and interpersonal skills. We do not ask candidates to actually solve the cases during interviews. It's more about gauging how you approach problems, and the thought processes you use to devise steps that can solve them.
- ▶ When testing your problem-solving skills, we will assess both your structuring and analytical skills. When structuring, tell a story that relies on key assumptions, dissect the problem into sub-questions and rely on key assumptions to solve it. Prioritize questions and key points. When conducting analyses, present a proper analytical approach and show common sense and make use of your knowledge. In the end, offer a relevant results-based conclusion and make sure you add value.
- ▶ When assessing your interpersonal skills, we will look for a strong team spirit and a very good sense of client relationship. Remember to i) proactively engage in the conversation, ii) show concern on the progress, iii) implement recommendations and iv) reformulate clearly and concisely.





EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets. Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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About EY-Parthenon

EY-Parthenon teams work with clients to navigate complexity by helping them to reimagine their eco-systems, reshape their portfolios and reinvent themselves for a better future. With global connectivity and scale, EY-Parthenon teams focus on Strategy Realized – helping CEOs design and deliver strategies to better manage challenges while maximizing opportunities as they look to transform their businesses. From idea to implementation, EY-Parthenon teams help organizations to build a better working world by fostering long-term value. EY-Parthenon is a brand under which a number of EY member firms across the globe provide strategy consulting services. For more information, please visit ey.com/parthenon.

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