



PA CONSULTING 2022

# Early Careers Brochure



**Bringing Ingenuity to Life.**  
[paconsulting.com](https://paconsulting.com)

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# A message from the CEO



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At PA, we believe that early talent is the future of our business.”

At PA, we believe that early talent are the future of our business. We encourage you to be curious and to contribute your ideas, as we know that diversity of thought enables our success. Whichever specialism you join at PA, you'll have the opportunity to learn from brilliant people, within a supportive culture which allows people to bring their whole selves to work.

We're moving the world forward with everything we do, but to keep doing what we're doing, we need new perspectives –

we need your energy, creativity and talent. Our Early Careers Programmes offer opportunities in Consulting, Digital and Design, Engineering and Science – join us, and power your curiosity.

**Ken Toombs**  
Chief Executive Officer





“  
PA really encourages everyone, particularly those at the start of their journey, to take hold of their own career.”

## About us

PA is a consulting firm like no other. We see the possible in the impossible and are driven by a bold desire to build a positive human future. We are creators and innovators who believe in the power of diversity to find new, better ways of doing things. With over 4,000 specialists globally, our expertise covers strategy, technology, digital, design, science and engineering – and together, we’re shaping the future. A future that starts with you.



# Life at PA

A career at PA is defined by impact. We come together to power innovation and make a real difference in the world.

The best ideas are generated when every member of the team feels empowered to contribute, so we’ve worked hard to make that a reality. We’ve shaped an inclusive culture where people are encouraged to bring their whole selves to work. We offer mentoring to build professional confidence, as well as support for wellbeing and mental health, to support all of our people to thrive.

“  
PA is a people-first company. They genuinely care.”





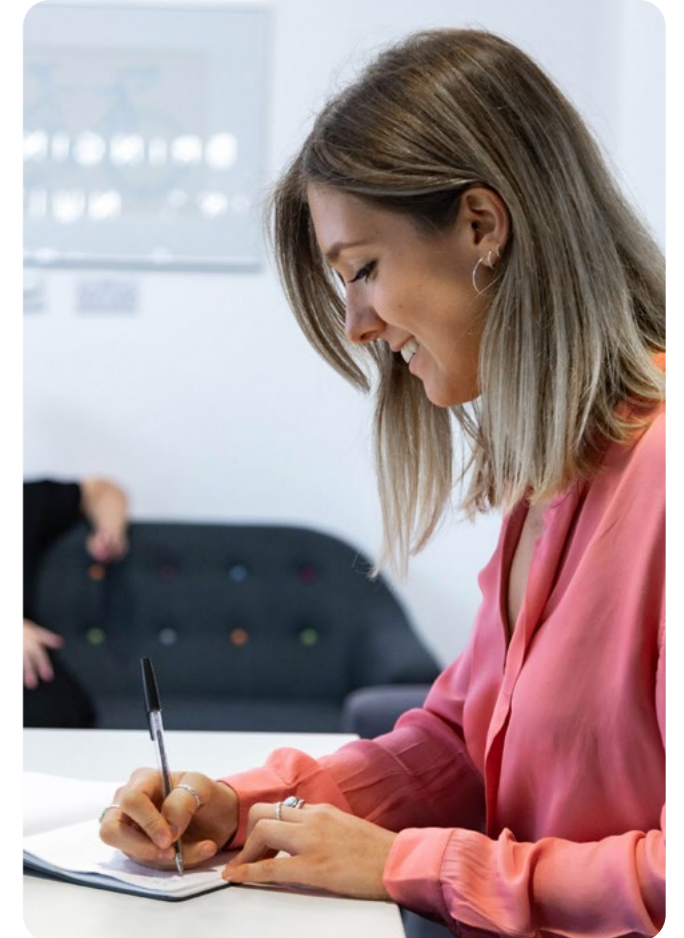


“  
PA doesn't just help businesses be successful, they help society do great things.”

## What we do

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In an ever-changing world, we don't just help our clients to keep up with the times, we enable them to lead the change. We work in multidisciplinary teams, blending our expertise to find innovative, end-to-end solutions to complex problems. In partnership with our clients, we deliver the big ideas needed to create a fairer society, and protect our environment. We believe that together, we can go further; so we're guided by one another, as we strive to make extraordinary ideas a reality.





# Supporting your development



At PA, your progress is our success, so we do everything we can to support your individual growth from day one. Our group mentorship programme helps you carve out personal goals and gives you the confidence to settle in to your role.

We believe that setting you up for success in your career is about more than just building your technical capabilities – that's why we provide a comprehensive learning and development programme, designed to give you the tools to thrive, whatever the challenge.

“  
There's a lot of emphasis on your own strengths, coaching and mentoring.”





# Our Early Careers Opportunities

Whatever stage you're at, we have an opportunity that'll interest you. So be bold – join us, and shape your future.

If you're a **graduate**, you can join one of our two rotational consulting schemes – strategy & analytics, or business transformation – giving you the opportunity to experience a variety of business areas before deciding on a direction for your career. If you have a specialist background, and already know the path you want to take, you can move directly into one of our business areas: digital, or design, science & engineering.

When you join us in Digital, you will be **driving innovation** and creating real, human impacts in fields such as healthcare, education and financial services.

If you're a penultimate-year undergraduate (or finalist planning a Masters Degree), we have **internship** opportunities that give you the opportunity to spend the summer with us gaining valuable work experience. If it feels like a good fit for us both, an internship is a great first step towards joining us as a graduate.







# Find the right pathway for you

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## Consulting

Join the Consulting team at PA to become a pioneer of change, as we pull together to solve our clients' most complex challenges. As a graduate, you can join one of two 18-month rotational schemes – strategy & analytics, or business transformation.

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## Digital & Technology

Our Digital & Technology scheme is pushing boundaries as we deliver advanced solutions to prepare our clients for a bold future. Whether you're building new digital sales channels, carrying out a shift to a cloud platform, or helping to protect an organisation from advanced cyber threats, you'll have the support of a diverse and experienced team behind you.

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## Design, Engineering & Science

Explore a career in one of our Design, Engineering & Science teams to enter a world where innovation knows no bounds. Whether you're helping to design, manufacture and deliver thousands of ventilators in the fight against COVID-19, or prototyping an Electric Vehicle Chargepoint featured at COP-26, you'll work with and learn from experts in their fields to make a real difference.

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# Consulting

## Strategy and analytics

In strategy & analytics, you'll help our clients make key decisions. Working in a multidisciplinary team, you'll learn a variety of tools and techniques to analyse complex data. With this deep understanding of the challenges and opportunities your client faces, you'll work with them to define the best course of action. Putting it all together, you'll help to drive real, human change for society.

## Business transformation

In business transformation, you'll help our clients to seize opportunity. You'll learn the skills to develop the best operating model to meet their future needs and deliver large-scale change programmes. At PA, you won't just be suggesting solutions, you'll be helping clients to implement them. Business transformation helps organisations to adapt to ever-changing market conditions – by joining this team you'll deliver meaningful outcomes that move the world forward.





# Consulting Pathways

Whether you join our strategy and analytics, or business transformation scheme, both pathways are open to graduates with a degree in any subject – what you studied is far less important than your passion for consulting.

You'll join an 18-month rotational programme, working with multiple teams across consulting and experience working in different sectors

Then, it's time to get to work. Over the next year and a half, you'll work within three business areas, building your skills, and broadening your experience. Depending on the pathway you're on, you'll get a taste of slightly different areas of our business:

**Strategy & Analytics:** Analytics, Asset Management, Economics & Investment Strategy, Growth Strategy, and Risk & Regulation.

**Business Transformation:** Delivery, Operating Model, Operations and Improvement, Sourcing & Strategy, Agile, People and Change and Complex Systems.

The programme supports your personal development, helping you to become a well-rounded consultant. You'll also receive mentoring to support your individual development and help you to narrow down which business area you want to make an impact in over the long term.

Once you've successfully completed the programme, we'll support you in finding the best team for your future at PA, starting out as Consultant Analyst.



## The work we do never fails to amaze me

### Hear from a Business Transformation graduate...

I was attracted to PA because of the rotational nature of the graduate scheme, since I wasn't sure which area of consulting would be best – so it gave me the opportunity to try out some different options before I made a firm decision.

The onboarding lasted three weeks and really helped me to understand the business as a whole. We listened to engaging sessions giving insight on PA in general, and then focussed on how we support clients in consulting. It was really interesting to hear about some of the projects we've done...the impact of the work that PA does never fails to amaze me! We finished with team-specific training, which set me up with a good base of knowledge to get started.

I had the support of a buddy to help me settle in, which was really helpful. The culture at PA has been really welcoming and encouraging – I was immediately made to feel like part of the team! Having a cohort around you that's made up of people going through the same experience feels really supportive. Everyone is really sociable too, which makes it fun at the same time.

I've been impressed by the focus on shaping your own career - there's a lot of freedom to choose what you want to do, and to seek out your own development opportunities to get there.





## It is very easy to feel like a part of PA

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### Hear from a Strategy and Analytics graduate...

When I applied to PA, I liked that it was a focussed company – large enough to offer a wide range of services and have a strong presence, but not so large that you couldn't understand what they did.

I appreciate the wide range of things that you're able to do on the graduate programme, and it's really flexible. There is such value in trying things out at the start of your career and that's what PA allows you to do.

There is lots of training to support your development. All graduates attend training sessions focused on consulting skills. At the start of each rotation you get a week of rotation specific training and there is also the opportunity to seek out training relevant to your career. PA are always trying to improve it for the next set of grads even within the cohort, every six months they level it up.

It's been good to join at the same time as lots of other graduates and joining a rotational programme means that you get to know a lot of people. It is very easy to feel like part of PA.





# Our Digital Programme

The power of digital is transforming industries at a pace never seen before. It creates opportunities for rapid growth, but also gives an opportunity to help minimise threats to essential infrastructure. To help our clients keep up with change, we're looking for people with curious minds and pioneering spirits to grow both our team and our pool of knowledge.

Opportunities in our Digital team cover a range of business areas: Digital Trust & Cyber Security, Digital Software and Digital Design. In many cases, we welcome applications from people with a degree in any subject, but, occasionally, roles in our Digital team may have specific degree subject requirements, which will be listed on the job posting.

When you join us in Digital, you will be driving innovation and creating real, human impacts in fields such as healthcare, education and financial services.

You'll join an 18-month programme, working with several different teams working across the Digital space, gaining experience in different sectors...

Your development will be supported throughout with both technical and consultancy skills with an eye to becoming a Consultant Analyst at the end of the programme.







# I really like how flexible the programme is

## Hear from a Digital graduate...

I was initially attracted to PA because I didn't have a very clear idea of what I wanted to do. It therefore appealed to me when I found this opportunity to gain experience in different teams, and get the chance to try a few things in the digital space. I was also really attracted to the fact that they had a Pride network – it gave me a good feeling about the company.

I'm currently working with the Digital Trust & Cyber Security team. I'm really enjoying it, and I'm even finding that I like the parts of the

role I was less excited by to begin with – the stakeholder management, and speaking to clients. I also like how flexible the graduate programme is – I was in the middle of the project I was really enjoying when my time with that team was supposed to end and, after a chat, they agreed to let me stay on to see it through.

# Development is really encouraged

## Hear from a graduate on our Digital scheme...

One of the things that makes PA stand out is that development is really encouraged. You have a voice, you have an opinion, to be able to say if you want to do a certain project or not. And I think that's really important, especially in your early stages of your career.

It's been really motivating to see projects from start to finish. I've had the opportunity of working on a variety of projects, which has given me a breadth of experience and

the people I've worked with have been really supportive. I am trusted to present to client stakeholders and share our solutions with them, which is a stretch for me but I've loved it.

The people have been really encouraging and there's a great community of Analysts which makes you feel included. There are always people to support you, whether that's your buddy, line manager, or the grad lead.







# Design, Engineering and Science

Our expert teams of designers, engineers and scientists are working in areas like transport and defence & security to drive solutions to some of the toughest challenges of our day. We're looking for graduates with boldness and vision to join us, and help to make the impossible possible.

Entry level careers in these teams often require a specific academic background, which will be listed on the job posting.

You'll get to work within our Global Innovation and Technology Centre (GITC), where we turn ingenious ideas into physical and digital reality. GITC is a hub for innovators, using state of the art equipment.

Here, we create, prototype, test and build technology-based solutions to our clients' most important challenges.

As you join the programme, you'll work with several teams across DES and gain experience in different sectors. New joiners will begin their career with an intensive three-week induction. You'll meet your cohort and get to know more about our business, whilst also learning the foundations of your technical area.

Your development will be supported throughout with both technical and consultancy skills with an eye to becoming a Consultant Analyst.



# The variety of the work we do is amazing

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## Hear from a graduate on our Design, Engineering and Science scheme...

I joined PA after doing a physics degree and wanted to do something that was fun, but that had a purpose. Since joining PA, I've found a real passion for optics – starting just with high-level understanding to being involved in the development of new products. I'm proud of such a massive change in such a short period of time. The variety of the work we do is amazing, and I've worked on projects for FMCG businesses and charities.

I joined PA because I liked the idea of working at the Global Innovation and Technology Centre and working with world-class scientists everyday. What's surprised me is that I've worked with so many different specialists on projects, and we fix problems we've encountered together, in a really supportive way. I've felt that my ideas have been heard and even some of them have helped lead the project to success!



# You get the autonomy to find out what really interests you

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## Hear from a graduate on our Design, Engineering and Science scheme...

I did Electronics at university, so I wanted a job where I could be really hands-on – doing the science myself. Since joining, I've worked with one client in the Health and Life Science space, but have completed three very different projects. Working in the health sector helps you feel like you're making a real difference and that's what motivates me.

I wanted to design circuit boards and I've been able to do that. You get the autonomy to find out what really interests you, and then build

your specialism on the back of that. You get to know all the senior managers early on, who help you find your place and involve you in projects that will not only meet your interests, but aid your development too.

I've felt supported through my time so far. Everyone is friendly and genuinely wants to help out.

I feel like I am making a difference here and developing at the same time.





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**Bringing  
Ingenuity  
to Life.**

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## About PA

We believe in the power of ingenuity to build a positive human future.

As strategies, technologies and innovation collide we create opportunity from complexity.

Our diverse teams of experts combine innovative thinking and breakthrough technologies to progress further, faster. Our clients adapt and transform, and together we achieve enduring results.

We are over 4,000 strategists, innovators, designers, consultants, digital experts, scientists, engineers and technologists. And we have deep expertise in consumer and manufacturing, defence and security, energy and utilities, financial services, government and public services, health and life sciences, and transport.

Our teams operate globally from offices across the UK, Ireland, US, Nordics and Netherlands.

Discover more at [paconsulting.com](https://paconsulting.com) and connect with PA on [LinkedIn](#) and [Twitter](#).

**PA. Bringing Ingenuity to Life.**

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