

## BCG BRUSSELS JOIN US



You don't have to fit a mold at BCG. We never bothered to create one. Though our backgrounds differ, we share a number of common qualities and aspire to bring change.

### WHO ARE WE LOOKING FOR?

There are several ways to start your career at BCG: right after university, after obtaining a PhD or an MBA degree, or after a few years of working experience. While starting positions may differ, we are looking for people who excel: academically, in their work, or in their personal lives. We also offer internships throughout the year.

### HOW TO APPLY?

You can apply online at: [www.bcg.com](http://www.bcg.com). For the Brussels office, we are looking for people who are fluent in English and native in either Dutch or French.

If you have any questions or would like to find out more about our upcoming events, please reach out to our recruiting team at [recruiting.be@bcg.com](mailto:recruiting.be@bcg.com) or follow us on Facebook at: BCG in Belgium-Careers

“During my internship, I had the opportunity to live a complete consulting experience.”

**LYNN**  
CONSULTANT  
BCG BRUSSELS



As a chemical engineer, I was looking for a fast-moving environment where I could both leverage my background and learn from others. My first experience at BCG was a one-month internship. From day one, I was fully part of the team and had the opportunity to live a complete consulting experience. Defining the strategy for a chemical company, while travelling through Europe and connecting with like-minded, driven colleagues has been a tremendous experience. I was particularly impressed by the impact I built for the client and the great teamwork. The open culture and friendly atmosphere made it very easy to meet and build strong relationships with my BCG colleagues, even outside of work. Today, more than two years later, I'm still very enthusiastic about my choice.

From my starting point at BCG right after university, I was given opportunities to grow in various dimensions. Couple that with the chance to work directly with the CEOs of two companies, while reshaping their business strategy in the first year of my career and you'll see why BCG continues to demonstrate that it trusts its employees, regardless of seniority.

“Each path at BCG is different - but wherever it takes you, it will provide you with many opportunities to grow.”

**PETER ADAMS**  
MANAGING DIRECTOR  
AND SENIOR PARTNER  
BCG BRUSSELS



I was attracted to BCG more than 15 years ago because I wanted to have a lasting impact on some of the world's leading organisations. That hasn't changed. We identify the important questions, match the issues with the correct facts, challenge perceptions, and deliver a clear course of action to help our clients succeed.

For me, BCG's environment is uniquely stimulating, above all because I get to work with an exceptional group of individuals, within BCG and with our clients. During my first years, my BCG journey allowed me to work with Belgian and international clients from a broad range of industries: from pharmaceuticals to building materials and pet food. Later—after completing my MBA at INSEAD in France and Singapore—I increasingly specialised in financial services.

Each path at BCG is different but wherever it takes you, it will provide you with many opportunities to develop and find the challenge you are looking for. If you're passionate, curious, and love solving problems, I invite you to get to know us better.

## INTERNATIONAL OPPORTUNITIES

### AT BCG, THE WORLD IS YOUR OFFICE.

Every year, more than 25% of our consultants work outside their home country. And about half work on global teams led and staffed by BCGers from other parts of the world.

Working abroad can be life changing—exposing you to issues and ideas that ignite your curiosity and expand your comfort zone. You'll experience business on a genuinely global scale and learn how to bring together people from different cultures to uncover insights that challenge the status quo.

BCG's global footprint gives you the opportunity to work with and gain inspiration from diverse teams of fellow BCG professionals—spread across more than 90 locations in 50 countries.



# WELCOME TO BCG BRUSSELS

**BUILD. CONNECT. GROW.** [BCG.COM/  
CAREERS](http://BCG.COM/CAREERS)

### CONTACT INFO

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Bruce Henderson founded BCG in 1963. He continually asked "Why not?" as he built an international business that supported its clients in new and effective ways. He envisioned a company that would defy conventions, and to this day BCG brings new thinking to the world of management consulting. We continue to believe what Bruce believed then:

"Freshness, imagination, and insight can only be renewed by continual input of fresh minds."



PTO is a global BCG program used to optimize the case team experience, and consultants believe that it increases value delivery by a third. It's not just a strategy for professional sustainability – it's at the heart of who we are.

**PREDICTABILITY**

Careful prioritization of critical activities that add the most value

"Protected time" goals shared with team to help you maintain your commitments outside of work

Helping every team member manage a high-intensity, high-growth career

**RESULT:**

Significant improvement in the predictability of our case experiences, with consultants reporting that they are 75% to 85% more likely to want to be at BCG for the long term

**TEAMING**

All team members describe their working styles and goals, and define norms as a team for working together

Defining, as a team, the norms for working together on a project

Biweekly survey on the quality of your experience, how your team is doing, and how it can improve

**RESULT:**

Increasing team effectiveness to improve value delivered to clients  
A 20% to 25% increase in teamwork and collaboration

**OPEN COMMUNICATION**

PTO facilitators working with you and your team to enhance communication

Biweekly confidential conversation with a PTO facilitator and team discussions of survey results to improve personal and team effectiveness

**RESULT:**

A culture of trust, honesty, and respect that is part of every case team experience in every office

**ABOUT US**

**PRINCIPAL**

Building deep client relationships through innovative value creation and mentoring diverse teams

**PROJECT LEADER**

Managing teams toward strategic solutions and enabling clients

**ASSOCIATE**

Analyzing client performance, interviewing key market players, working alongside clients

**KNOWLEDGE TEAM**

Utilizing information resources, experience, and frameworks to improve solutions

**EXPERT**

Applying deep functional and industry expertise to inform unique solutions

**PARTNER**

Advising clients, defining strategic direction, building teams, inspiring innovation

**CONSULTANT**

Creating strategies for change and collaborating with client teams

**DATA SCIENTIST**

Creating profit impact and competitive advantage by unleashing the power of our clients' data assets



**WOMEN@BCG**

Women are crucial to the success of BCG and our clients' businesses. Besides the intellectual curiosity and ambition we look for in all BCGers, we also seek empathy, diplomacy, and interpersonal skills—qualities women often excel at and our clients especially value. Women help us to build strong, diverse project teams.

Through Women@BCG, we offer global best-in class career development, mentorship, training, and networking programs to help women excel - personally and professionally. We also organize a diverse set of conferences, meetings, and events to connect successful women and provide them with social and networking opportunities.

**DIGITALBCG**

When it comes to the digital transformation of business, the future is now. Companies across the economy are using digital technologies and advanced analytics to unlock new sources of economic value and achieve step-function improvements in productivity, flexibility, and speed.

**WHAT IS DIGITALBCG?**

BCG has a long history of driving growth by embracing innovation and new ways of thinking. DigitalBCG carries on that legacy by offering the latest digital capabilities—ranging from data analytics and strategic industry insight to machine learning and artificial intelligence. We offer clients specialized teams, proprietary tools, and customized methods in order to turn unique challenges into opportunities and tangible business results.

To learn more about our digital capabilities visit [www.bcg.com/digital-bcg](http://www.bcg.com/digital-bcg)

"We are an aspirational organization, never satisfied with the status quo. We want to change the world for both our social sector and our commercial clients. This is part of who we are as a firm."

**Rich Lesser**  
CEO, BCG

There are many ways to make a living; working at BCG gives you the opportunity to make a difference.

More than 50 years ago, our founder, Bruce Henderson, inspired us to put forth ideas that would change the world. Today, we remain deeply committed to using our talents and resources to address global challenges and focus on topics that have an impact on some of the most underprivileged in society.