



Why the **most rewarding career choice** may not be what you expected

Your **most rewarding career option** might be one you didn't even know existed.

One road is the traditional one.

The other leads to a unique and exciting career that offers extraordinary challenges and rewards.

An unconventional career, in which you will be surrounded by bright colleagues as you help influential leaders take on their most important challenges. A career that will open many doors.

You probably did not enter your graduate program with the ambition of working as a management consultant.

So you might be surprised by the insights and accomplishments of those who have done so. And even more surprised to learn that we are particularly interested in the unique skills and perspectives you bring.

That's why we invite you to get to know us, to consider a career with McKinsey, and to decide whether we might be right for you and your skills, interests, and goals.

“McKinsey brings in people with a huge amount of breadth in their life. In my first client study on retail banking, the team members included an MBA who had worked with the World Bank in the Ukraine, a former attorney from Spain and myself, a Ph.D. in Chemistry. This network of different people, bringing their experience and insights together to solve problems, opens my eyes to many interesting ideas, activities, and possibilities.”



DAINA
Ph.D., Chemistry

What would you do with access to the most **influential leadership network** in the world?

When you join McKinsey, you become part of a diverse global community – a network of the best problem-solvers from a spectrum of academic and professional fields.

Your colleagues will include other Ph.D.s, M.D.s, Masters, M.B.A.s, J.D.s, and experienced professionals representing more than 110 countries and speaking over 120 languages.

Your clients will be among the most influential leaders in businesses, government, and other preeminent institutions.

You will also have access to a broad network of firm alumni – able to help you when called on.

“One of my early studies was a cost-reduction study at an investment bank. It was a difficult one, but it helped me understand the impact of consulting. It is not just about hard analysis and coming to the right answer. It is also about influencing people to change, and dealing with cultural resistance and emotional concerns in a client organization. It was stimulating to build strong relationships with clients that previously were skeptical about us being there.”

Does creating **world-shaping impact** appeal to you?

From your first day at McKinsey, you will be asked to address and solve the most important issues facing leaders of some of the most influential organizations in the world.

Each of our engagements addresses significant challenges that are essential to our client’s success. You will work in teams with your colleagues and members of client organizations. In finding answers for our clients, we focus on arriving at a practical solution that addresses the issue within a limited time frame.

Our impact is not limited to the business world. We also dedicate significant resources each year to pro bono projects, such as helping solve problems related to the spread of HIV/AIDS in Africa and helping with reconstruction efforts after the 2004 tsunami and Hurricane Katrina.



JEREMY
Ph.D., Cellular Biology,
Molecular Biology

“I was clear on what I wanted to do at McKinsey: pharmaceuticals and biotech work. What I didn’t expect is that people here would go out of their way to support my passion in a niche area of interest. A client was trying to commercialize a product that was similar to my PhD thesis, and it was such an exciting project. It wasn’t a fit with my role at the time or my location, but it was a lifetime opportunity, and my mentors worked very hard to make sure I could get it.”



VICKI
Ph.D., Bioengineering

What would you do given the **widest choice** of options?

McKinsey gives you choices.

You will start your career as a generalist, working in a range of industries and functions.

As you gain experience, you will exert greater influence on the direction of your career. You can decide to go deep into a field or use initial engagements to explore new areas. And you can always change your mind: many partners with years of experience decide to apply their skills in new industries or geographies.

Joining McKinsey also creates choices.

While we hope you make a career at McKinsey, we know you will have many options.

The knowledge you gain, the skills you acquire, and the enduring relationships you build will open doors for you to pursue your passions, both here and outside the firm.

Some of our colleagues have left to pursue exciting leadership opportunities in everything from nonprofits and government to established corporations, private equity firms, and start-ups.

“I came to McKinsey without much business experience, but after I spent my first three weeks learning from top MBA professors about business, specifically economics, finance, strategy, and operations, I felt much more comfortable that I was ready for consulting. McKinsey has been very supportive in giving me as many opportunities to contribute and lead as I can handle, which means I’ve learned the most about business ‘on the job’.”

Where will **exceptional growth** take you?

At McKinsey, you will be constantly stretched to ensure that you become the most accomplished and capable business professional possible.

Graduate students come to the firm well equipped for success. In fact, more than one-third of McKinsey partners don’t hold MBAs: They’re doctors, lawyers, scientists, and professionals with an astonishing breadth of advanced degrees.

Our hypothesis-driven, fact-based approach to problem solving will feel natural to you. You will have ample opportunity to apply your research, leadership, persuasion, and communication skills. You’ll even have the chance to publish.

Your most significant business training will happen through client engagements and interactions with colleagues.

We also do everything we can to ensure that your transition to the business world is as smooth as possible. We provide an intensive business immersion training for those from non-business backgrounds. And we will continue to invest in your professional development throughout your tenure.

DERRICK
Ph.D., Microbiology,
Molecular Biology



“I feel that McKinsey is a firm that wants people to do great work. They create a culture and a set of opportunities that give me the tools to be whoever I want. I feel empowered by that mission and set of values.”



STEPHEN
Ph.D., Atomic Physics

Our **professional values**, which have guided us for more than eight decades, determine the way we do things.

We work according to a strict professional code of ethics. We strive to create lasting impact with our clients while creating an unrivaled professional environment for our colleagues. We always maintain our clients' confidentiality. We believe in the obligation to dissent, even when it means turning away a client or delivering tough messages.

Our motivation is helping clients achieve results. It is through this impact that the firm thrives and each of us achieves personal success. We measure our success by how well we uphold our values, help our clients, support our peers, and develop our talent. Our experience tells us that when we do what is right for our clients and for one another, true success follows.

If we have piqued your interest
in McKinsey, we hope you will
consider us among your most
rewarding career choices.

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