

McKinsey  
& Company



# Staffing at McKinsey

McKinsey uses an office-driven staffing model to best serve our clients and provide opportunities for our people.

# How it works

To support your success when you join, we provide you with a formal mentor, called a Development Group Leader (DGL), who is a partner or associate partner, and a professional development (PD) manager. Both are based in your office or practice and help you manage your career.

The staffing process is an ongoing dialogue with your DGL, PD manager, and client team leaders, focused on three priorities:

- **Skill building:** we encourage you to think about your strengths, the skills you would like to build, the people you are most excited to work with, and the type of work you would like to do
- **Apprenticeship:** we aim to staff you with leadership in your office to help you connect locally and establish a support base
- **Balance:** we strive to staff junior colleagues with local clients in the interest of helping you develop the expertise and network to serve those clients well over time

**Staffing begins by exploring local or regional opportunities, and then national opportunities. International opportunities may be options if you're interested in them.**

**Working outside of your home office/region is usually the result of your desire to pursue work in other locations or in industries not served by your home office/region.**

# At your best



## Kunal

Engagement Manager  
Stamford

**“The number of inputs the professional development team optimizes for during staffing is outstanding. Not only are they looking out for your development needs, but they also take into account which industries or functions you’re interested in, assess best-fit opportunities for mentorship, and prioritize your lifestyle goals too. The relationship goes beyond just staffing – my PD manager reaches out regularly over the course of an engagement to make sure I’m having a positive, learning experience.”**



## Marina

Business Analyst  
Salvador

**“I studied geophysics, a non-traditional background in consulting. The professional development team has been invaluable—always available for questions and conversations, and dedicated to identifying projects that allow me to develop my consulting skills and improve my performance. Working with PD is a fundamental piece of my McKinsey career!”**



## Jayne

Associate  
São Paulo

**“Professional development is key to helping us understand how to navigate staffing (and creating our own McKinsey journey). Since my first project, I’ve discussed a broad range of issues with my professional development manager, from development opportunities within my projects to which areas I can explore within McKinsey. It is a very close relationship and one of trust, care and constructive objectivity.”**