



**strategy&**

*Part of the PwC network*

*Real Challenges.  
Real People.*

**Real Impact.**

Your career at Strategy&

Explore.

Learn.

Connect.

Inspire.



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# Welcome

By joining Strategy&, part of the PwC network, you will be part of a legacy of pioneering ideas. You'll work with the brightest minds to solve today's most challenging strategic issues and inspire companies to take bold actions. You'll be surrounded by supportive and collaborative people who are genuinely dedicated to helping you learn and grow. You will turn big ideas into action, reshape business, and create lasting impact. If you want to work on real challenges, meet real people, and deliver real impact, Strategy& is the right place for you. Join us.

**George Sarraf**  
**Managing Director,**  
**Strategy& Middle East**





# Explore

Whether you aspire to lead an organization, start your own, or rise to an influential thought leader and senior Partner in consulting, our mission is to give you the variety of experiences you need to succeed. At Strategy&, you'll work alongside talented colleagues on an average of four to six strategy engagements per year, exploring a diverse set of business challenges. Every experience will accelerate your learning and bring you closer to your goals. You supply the aspirations, we'll supply the springboard.



*From day one, your projects focus on building foundational consulting skills rather than a crash course in a new industry. These skills are easily transferable to your next project which really accelerates your development.*





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# Learn

At Strategy&, you'll be challenged to develop solutions to today's most complex strategic issues. You'll develop your skills working side-by-side with the brightest minds and attending world-class learning programs, including multi-day leadership workshops, foundational consulting skills courses, and more. And, with a 1:6 ratio of Partners to junior Consultants, our senior leaders can – and do – take an active role in your development. Here, active mentorship is the rule, not the exception.

You'll start with a comprehensive orientation and move on to build all the skills you need as a consultant. We'll develop your aptitude in areas such as leadership, business case modeling, hypothesis-based problem-solving, relationship building, and business development. Meanwhile, our apprenticeship culture offers you meaningful in-work experience.

Developing strong mentor relationships – both formal and informal – is key to success at Strategy&. Your mentors are genuinely dedicated to helping you succeed. That means everything from choosing the right projects to cultivating the right networks. They will help you explore your potential, build on your strengths, and chart your growth path.



*I love that we work with Partners and senior stakeholders as one team – all at the whiteboard, drawing, erasing, and working together to create innovative solutions.*

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# Connect

At Strategy&, you'll join a supportive and collaborative community – one that bands together both inside and outside the team room. You will learn and grow with people genuinely dedicated to helping you succeed. You will also be joining an extensive global family – one that includes a network of over 18,000 global Strategy& alumni. These lifelong connections will help you succeed, whether at Strategy& or elsewhere. Wherever you want to go, we'll help you get there.

At Strategy&, connection goes beyond colleagues and clients: it's about the wider community. Many of our employees choose to volunteer some of their free time to their favorite philanthropic organizations. And we actively support our staff in giving back to the community.

Helping you develop your full potential means taking account of your personal as well as professional development and the connections you have with family and friends. All staff can take a sabbatical or other leave of absence to pursue an issue of personal interest, and we have flexibility programs that help parents and caregivers balance the needs of work and home.



*Every team I've worked with has reflected our remarkable diversity of talent. Here, I've had some of the most interesting, informative, and rewarding moments of my professional career.*



# Inspire

Strategy& has always pioneered big ideas. For instance, we masterminded the merger between the National and American Football Leagues in the 1960s, helped Chrysler with its historic turnaround in the 1970s, and developed supply chain management theory in the 1980s. From working with the German government to privatize telecom operations and establish Deutsche Telekom in the 1990s, to developing the Organizational DNA concept in the 2000s, and launching our book *Strategy That Works* in 2016, Strategy& has remained at the forefront of the consulting industry.

At Strategy& you'll work with C-suite clients to define and deliver complex change that allows organizations to power ahead in fiercely competitive markets all over the world. We bring a diversity of viewpoints together to challenge conventional wisdom, innovate, and inspire companies to take bold actions.

In the Middle East, Strategy& supports the board and the top senior management of Saudi Arabian Industrial Investments Company (SAIIC) in building the company's investment strategy, deal pipeline, and operating model. We also advise them on their business development and investment plans, as well as their corporate support services.

With us, you will be part of that legacy. You'll turn big ideas into action, reshape business, and create lasting impact.



*Getting clients to act despite the uncertainty that lies ahead is so rewarding. It's incredibly satisfying to know that I'm having a real business impact with my work.*





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# *Our approach*

Connecting strategy to impact, you'll help organizations unlock their greatness and identify their differentiating capabilities. This is work that transforms the world and organizations within it.

It starts with your own innate ability to challenge conventional assumptions – to spark thoughtful debate with colleagues and clients. With Strategy&, you won't use 'off the shelf' strategies. We create bespoke solutions based on the true capabilities of the client.

Our unique approach builds from the premise that, within each organization, a few differentiating capabilities drive identity and success. Working as part of a team to frame a problem, you'll then go on to test your hypotheses with deep dives into data and analyses. Finally, you'll work out how strategy can become a reality. We measure success by our ability to make a lasting impact that creates sustainable value over time.

To us, strategy is not so much about where to go or how to grow, it's about who you are. And we take the same approach with you and your development.

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# *Chart your course. Accelerate your future.*

You can expect a clearly structured career path and rapid career progression at Strategy&. Typically you'll spend 2-3 years at each level (Associate, Senior Associate, Manager, and Principal) as you progress towards Partner.

## ***Associate***

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### ***Undergraduate entry***

Associates develop strong core analytical, communication, and problem-solving skills and add value as powerful contributors to client outcomes. Every team member has a voice that's listened to.

## ***Senior Associate***

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### ***MBA entry***

Senior Associates work closely with clients and their teams to identify, clarify, and resolve complex issues critical to clients' strategic and operating success. Over time, you'll build strategic expertise in your chosen area.





## ***Manager***

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Managers direct and lead teams, demonstrating strong project and people management skills. They hone their client management skills as the day-to-day relationship owner and also have the opportunity to coach junior staff on projects, learning to lead high-performing teams.

## ***Principal***

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Principals bring innovative thinking and thought leadership as they manage large, complex engagements. They work closely with senior-level clients to tackle their most pressing challenges, developing into our Partners of tomorrow.

## ***Partner***

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Partners set our firm's strategic vision, owning key C-suite client relationships, driving new business and creating thought leadership that positions them as clear industry and functional experts with valuable insights.

*Join Strategy&, part of the PwC network. We'll help you reach your full potential.*

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