



Are you interested in a
career that's defined
by change?

Change the world.

Improve lives.

Invent something new.

Solve a complex problem.

Extend your talents.

Build enduring relationships.

Then you've come to the right place.



“I helped found the Lagos office. We’re working with presidents of four countries, CEOs, and leaders of NGOs to ignite an economic and social transformation across the continent.”



The thrill of real challenges

Pushing limits, not paper.

At McKinsey, your work will be meaningful, creative and original.

Our clients don’t call us with simple problems. They bring vexing challenges that defy ordinary measures and methods.

In turn, we bring them revealing analyses, fresh, convention-challenging perspectives, and new insights and patterns that bring clarity.

Around the world, our teams are making recommendations and driving execution to shape and reinvent the way industries work. At McKinsey we are also reinventing how we serve clients based on their changing needs. Through ventures like McKinsey Solutions, Recovery and Transformation Services, McKinsey Digital Labs and our Implementation groups (among others), we combine our traditional world-class consulting with specialized expertise in areas such as digital and data analytics, business turn around, operations and software development and design.



This impact is felt beyond just the private sector. You may be surprised how many of our clients don’t have “Inc.” after their names. We work with governments (more than 90) and non-profits that are looking to change fundamentally.

As for those big things you dream about working on? They are the realities of our everyday life. Clean tech. Economic transformation in Africa. Big data. Innovative M&A. Reinventing marketing for a digital, crowd-led world. New paradigms in education and health. It’s the work you’d expect – and some you wouldn’t – from the trusted advisor to 90 of the world’s largest 100 companies, as well as countless up-and-comers.

You won’t be bored.

You’ll immediately jump in with remarkable colleagues from around the world. You’ll have the support of your team, your peers and partners to make sure you learn and succeed.

Helping you flourish is our mission. Apprenticeship and mentorship are part of our DNA.

We all have big dreams and seek to make a difference in our time. We don’t just come to work. We come to change.



“As a Business Analyst you are not only allowed but also expected to lead the problem-solving process. Senior colleagues provide input—but mainly on structure and communication.”



Your growth is mission critical

You'll constantly learn and grow at McKinsey.

Individual growth and committed mentoring are the backbone of our culture. We take this so seriously that we invest more than \$100 million every year in learning and training programs, and four times more in knowledge and research and development.

At McKinsey, exposure is core to your experience. You'll find yourself in one-on-one coaching sessions with your engagement manager. You'll debate issues with McKinsey leadership—who are also your teammates—and you'll get to present directly to your client's senior management. Our knowledge experts and alumni network are a part of the team to offer invaluable wisdom and guidance. And through it all you'll get feedback and coaching to build on your strengths and help you reach your potential.

We believe focusing on an individual's strengths, not their weaknesses, is the surest way to develop talent. Our programs build on your skills. You will develop faster and go further, making your goals tangible and achievable.

Beyond full-time, we have part-time models and have been electing partners on part-time programs for years. We also created the much-loved *Take Time*, a program that allows consultants to take time off between engagements, providing opportunities for them to pursue personal interests and passions. This could mean finishing a novel, getting your pilot's license or simply going on a dream trip. This on/off model allows consultants additional time to recharge without disrupting client work.

As profoundly stimulating as it is here, people do leave. We're okay with that.

In fact, we're proud of what our alumni achieve as global leaders. And we're proud to be a springboard to their success. One in five of our alumni have started their own entrepreneurial ventures. More than 300 are CEOs of companies with revenues north of \$1 billion.

We think it's just great that there's a lot of McKinsey in places other than McKinsey.



Working together defines us

Spirited collaboration with colleagues and clients creates better results and inspires lasting relationships.

A day in the life at McKinsey is full of people – colleagues, clients, alumni. You'll work with clients and colleagues, hammering out solutions. You'll have mind-opening conversations with experts halfway around the world.

You'll learn from your team and they'll learn from you. If you find it thrilling to work with amazing people who share a mission, we should talk.

We hire across borders and backgrounds. Our teams include professional musicians, engineers, Olympic athletes, entrepreneurs, and surgeons.

Our singular culture grows stronger when it's strengthened by different backgrounds, cultures, and styles.

Our consultants speak more than 120 languages and carry the passports of more than 110 countries, but integrity and values are our common language.

That's why the relationships and network you build will always remain a vibrant and meaningful part of your personal and professional growth.

“Having the chance to really run a team, own client relationships, and develop colleagues early in my tenure was extremely rewarding and made me excited every day!”





“I’m most proud of watching clients and team members achieve things they never thought possible, because we’re creating the right opportunities for them.”



You’ve read what we have to say.

Now, meet the people behind the words. Discover how we start with great people who then go on to find new strengths and interests revealed. It’s a period of exciting self-discovery.

We invest in our people, they invest in themselves, and the result is a culture of personal success, impassioned teamwork, and remarkable achievements.

Each person has their own story about what brought them to McKinsey, what they do here, and how—in their own important ways—they don’t just come to work. They come to change.

107 offices, 62 countries and counting

Abu Dhabi	Copenhagen	Luanda	Rome
Addis Ababa	Dallas	Luxembourg	Salvador
Amsterdam	Denver	Lyon	San Francisco
Antwerp	Detroit	Madrid	Santiago
Astana	Doha	Manama	São Paulo
Athens	Dubai	Manila	Seattle
Atlanta	Dublin	Melbourne	Seoul
Bangalore	Düsseldorf	Mexico City	Shanghai
Bangkok	Frankfurt	Miami	Shenzhen
Barcelona	Geneva	Milan	Silicon Valley
Beijing	Gothenburg	Minneapolis	Singapore
Berlin	Gurgaon	Monterrey	Southern California
Bogotá	Hamburg	Montréal	Stamford
Boston	Hanoi	Moscow	Stockholm
Bratislava	Helsinki	Mumbai	Stuttgart
Brussels	Hong Kong	Munich	Sydney
Bucharest	Houston	Nairobi	Taipei
Budapest	Istanbul	New Jersey	Tel Aviv
Buenos Aires	Jakarta	New York	Tokyo
Cairo	Johannesburg	Oslo	Toronto
Calgary	Karachi	Paris	Verona
Casablanca	Kiev	Perth	Vienna
Charlotte	Kuala Lumpur	Philadelphia	Warsaw
Chennai	Lagos	Pittsburgh	Washington
Chicago	Lima	Prague	Zagreb
Cleveland	Lisbon	Rio de Janeiro	Zurich
Cologne	London	Riyadh	