



Associate: A Career with L.E.K. Consulting

Who we are

We are a global strategy consultancy working with business leaders to seize competitive advantage and amplify growth. Our insights are catalysts that reshape the trajectory of our clients' businesses. We help by uncovering opportunities and empowering clients when they need the clarity to act decisively. Our clients do more than advance; they master their defining moments.

L.E.K. has cultivated deep cross-industry experience, include extensive work in the healthcare, technology, consumer, and industrials sectors. Clients come to us not just once but time and again because we have proved to be an insightful expert and trusted partner.

Why we are different

The role of Associate at L.E.K. is different from what it is in other firms. You will recognize this in our strategic approach and in the opportunities we offer.

Immediate responsibility — L.E.K. associates are integral members of the team from day one, often owning components of workstreams within their first year.

Breadth of experience — L.E.K projects span strategy, M&A and operations. Associates typically work on six to ten projects a year, focusing on strategy and complex multinational M&A transactions, leading to a broader depth of industry experience.

International experience — Approximately one-third of L.E.K. projects involve an international component, which allows associates to work on international case teams or, if they choose, to relocate to international offices on either a temporary or a full-time basis.

Upward mobility — L.E.K. is a meritocracy with an entrepreneurial culture. Promotion paths do not follow a timeline; we promote people as quickly as they develop.

Fun, stimulating work environment — There is a great sense of camaraderie in our offices. Since L.E.K. teams travel less frequently, they are able to cultivate close working relationships and collaboration.

What we do

While other firms think of strategy consulting as the ongoing process of navigating a changing landscape, at L.E.K. we prefer to think of it as an intervention at a critical moment in time. Our approach to strategy has remained consistent since our founding in 1983: Find the moment when decisive action is required in the presence of uncertainty. That is the defining moment when everything changes. Our counsel is the variable that ensures that it is changed for the good.

We are uncompromising in our approach to helping clients consistently make better decisions, improve business performance and create greater shareholder returns. We provide our clients with fresh insights and thought leadership, which together help build our clients into industry leaders.



"Our globe-spanning practice gives our consultants the chance to learn from diverse perspectives and tap into a world's worth of knowledge for our clients' benefit."

— Clay Heskett, Global Managing Partner

Where we are

L.E.K. Consulting is a rapidly growing firm that offers the benefits of both global scale and a small-firm feel.



What we look for

We put a premium on teamwork, communication, flexibility and creative thinking — but we don't use a rigid checklist. We look for a combination of attributes that provide a solid foundation for a successful consulting career at L.E.K. If you see yourself in this list, take the first of many definitive steps in your career and master your moment.

Outstanding academic achievement — Do you race up new learning curves, delight in complex problems and strive for fresh insight?

Analytical ability — Do you quickly identify the heart of a problem, draw insight from rigorous analysis and use data to support unexpected solutions to difficult problems?

Demonstrated leadership — Do you inspire and motivate others? Leadership can take many forms, whether through school, work, extracurricular experiences or other passions.

Collaborative approach — Do you share facts and insights and interact effectively with different personalities or cultures? The ability to work effectively with a team is key to your success at L.E.K.

Intellectual curiosity — Do you have a passion for learning? At L.E.K., learning happens every day.



“Join a high-energy, fast-paced environment where you'll uncover game-changing insights that lead to practical results with real impact for our clients.”

— Ben Faircloth, Head of Europe

How you will develop



From training and professional development to hands-on casework, L.E.K. is committed to investing in you at every stage of your career and offering the fastest, most direct route to broad and comprehensive business skills.

You'll find that frequent and diverse casework means more opportunities to learn. Our training programs and the mentoring we offer to our consulting staff create a springboard to a long and rewarding career. Finally, benefits like our International Exchange Program ensure you will stay engaged and keep growing.

What you'll do

Associates play a crucial role on each case team, gathering, analyzing and synthesizing research and data to address clients' core issues. Your ability to uncover novel information and lead rigorous analysis that underpins breakthrough insights is what makes a lasting impact for our clients. You'll take on a significant amount of responsibility in a short time frame. The quality and creativity of our associates' work are critical to the success of our consulting teams.

<p>Research</p> <p>Conduct critical primary and secondary research to influence client recommendations</p>	<p>Model</p> <p>Structure and build sophisticated financial and market models</p>	<p>Compile</p> <p>Develop presentations to convey project findings and strategic insight</p>	<p>Synthesize</p> <p>Collaborate with team members to synthesize data and findings</p>	<p>Persuade</p> <p>Interact directly with clients</p>
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Industries we serve

