



LEARN MORE, GROW FASTER

KICK-START YOUR CAREER IN STRATEGY CONSULTING



SPOTLIGHT ON CIL

glassdoor®



4.7 STARS

WE WORK ON AN
AVERAGE OF

~260

PROJECTS PER YEAR

OVER 200 EMPLOYEES
ACROSS FIVE OFFICES



75+ PRO BONO DAYS
DONATED SINCE 2018



FOUNDED IN

1986

RAISED OVER

€90K

FOR MISSING PEOPLE
CHARITY SINCE 2018

WHO WE ARE

CIL is an independent, international strategy consultancy with offices in Munich, London, Frome (near Bath), Chicago, and Paris. We provide evidence-based advice to business leaders and investors. Following a period of rapid growth, we have ambitious plans for the future.

We are rigorous in our approach, confident in our conclusions and expert in what we do. Most of our engagements involve an M&A element, primarily to provide growth

strategy support to leading private equity firms. We also provide strategy consulting to global blue chips and successful growth businesses.

CIL is on the lookout for curious, quietly confident people to join our team. We will provide you with a world-class business education so that you can become an exceptional management consultant.

WE WORK ACROSS A RANGE OF SECTORS

BUILT ENVIRONMENT

BUSINESS SERVICES

CONSUMER

EDUCATION & TRAINING

FINANCIAL SERVICES

HEALTHCARE

INDUSTRIALS

MEDIA

TECHNOLOGY

VALUES & VISION



Aim for
EXCELLENCE



Always be
SUPPORTIVE



Act with
INTEGRITY



Best to
WORK WITH



Best to
WORK FOR



Best to
INVEST IN

We are supportive, non-hierarchical, hard-working, unpretentious and direct. We don't take ourselves too seriously.

Although we work in structured project teams, there are no corner offices or cliques. We are passionate about building a successful team of people from a wide range of personal and professional backgrounds. We know that helping our clients to grow requires creative thinking and fresh perspectives. To deliver this, we need a diverse workforce of exceptional individuals.

Led by our diversity, equity and inclusion (DEI) team, CIL fosters an inclusive work environment where everyone has the opportunity and support needed to develop and progress in their careers.

CIL's DEI belief statement:

CIL commits to creating and maintaining a culture where every employee feels included and respected; to counter discrimination through our recruitment and training processes and our interaction with other stakeholders; and to celebrate the diverse contributions of all our employees and stakeholders.



CIL is proud to work with the diversity technology platform, Clusivity. As an independent third party, Clusivity is helping us to measure how equitable our current DEI practices are, pinpoint where we need to improve and track progress towards our DEI goals.

**“WE ARE COMMITTED
TO RECRUITING TALENT
FROM ACROSS THE
FULL SPECTRUM OF
BACKGROUNDS AND
IDENTITIES; WE THEN
SUPPORT THAT TALENT
TO FLOURISH AT CIL
AND BEYOND.”**

LIFE AT CIL

We are dedicated to being the best consultancy to work for in our field. The benefits of a career at CIL include:

- Rapid, meritocratic progression, with exposure to investors and management teams right from the start.
- A high-quality training programme delivered within a hugely supportive learning environment (including structured training modules to take you from Analyst to Partner).
- Participation in our generous company bonus scheme.
- Regular company events and socials.
- An incredible company culture, with support to pursue activities and interests outside of work.
- Sabbatical and secondment opportunities as you progress through the company.

CIL socials

CIL has a vibrant social scene, with regular events organised by our social committees. We're not about 'enforced fun' – people genuinely enjoy spending time with one another, which is part of what makes us special.

We are proud of the recognition we've received for our great working environment, whether from Best Companies to Work For, Vault's list of Best European Consultancies or independent job review websites.





SOCIAL IMPACT & SUSTAINABILITY

We recognise our responsibility to society and giving back is high on our agenda.

Over the last few years, our team has been involved in a range of initiatives, including fundraising and providing community support to causes around the world. We are committed to assessing the environmental impact of our supply chain and encourage ethical and sustainable decision-making.

As a company, we support Missing People and Firefly International, providing both charities with regular pro-bono strategy consulting. We also have relationships with Ignite in the US and MyHoney in Germany.

"I worked in several consultancies before CIL and they all talked about culture - here at CIL it's the first time that the culture is actually lived by the whole company."

Senior Manager

The logo for Missing People, featuring the words "missing" and "people" stacked vertically. "missing" is in a lowercase, sans-serif font with a pink-to-purple gradient. "people" is in a bold, black, lowercase, sans-serif font.

CIL has partnered with Missing People since 2015. It is a lifeline for the 250,000 children and adults that go missing each year in the UK, and the loved ones that they leave behind.

In addition to ongoing fundraising, we use our commercial strategy expertise to help explore new avenues for revenue generation, evaluate existing activities, and understand its clients, to ensure the charity sustains its vital services for the long-term.

OUR ANALYST ROLE

We employ inquisitive people, providing them with a world-class business education so they can become exceptional management consultants.

The Analyst role is the first stage in a strategy consultant's career. It is a highly demanding job – we expect a lot from you. In return, you will receive first-class training and valuable experience, enabling you to build a successful career.

“Working in central Munich is a special experience, but what I enjoy most is the entrepreneurial, friendly spirit that we have - even during busier times.”

Senior Analyst

Over their first year, CIL Analysts will be expected to:

- Grasp new business models quickly, typically working on a different project every four to six weeks.
- Take responsibility for testing commercial hypotheses through collecting and interrogating primary and secondary research.
- Carry out rigorous quantitative analysis of industry and internal company data sets.
- Play a key role in debating and refining hypotheses with the Project Manager and Project Leader, drafting clear and concise outputs.
- Meet clients and help present our findings – we firmly believe that early client exposure is a great way to learn and develop.
- Help coach others – our Analysts will be expected to support new joiners in their development.

OUR OFFICES

At CIL, the fast pace of growth presents unrivalled opportunities for early responsibility and client exposure. Our international presence means you could also be working on European and US assignments and have the potential to undertake a secondment to our international offices as you progress through CIL.

Across all our offices you can expect:

- A fast-paced consulting environment
- A competitive salary
- A fantastic social scene
- An unrivalled training and development programme
- Active social inclusion and diversity initiatives
- Access to a wide range of projects, sectors and markets
- Stable grounding – you won't be living out of a suitcase

Munich

Our Munich office is centrally located within walking distance of the old town. It is easily accessible by public transportation.

London

Our London office is located in the heart of the City, close to Bank and St Paul's tube stations.

Frome

Our Frome office is located just 30 minutes from Bath. Here, we offer the opportunity to pursue a career with the challenge of a city role whilst enjoying the benefits of working in beautiful Somerset.

Chicago

Our US office is located in downtown Chicago and within walking distance of the Willis Tower and Union Station.

Paris

Well-connected and strategically located in the heart of French PE, our Paris office is based in the 8th Arr. near to the River Seine.

HOW TO APPLY

We hire analysts to our Munich office year-round. You can apply via our website.

Application to Analyst – our process:

The first stage is our online application which involves answering written questions and completing our aptitude test.

A mentor is allocated to all candidates who successfully make it to interview stage. They will be a recent CIL joiner who can be a helping hand during the recruitment process.

The first-round interview tests your logical and critical thinking skills through a market sizing exercise and involves a general chat about your CV.

The second-round interview involves a business case study. In this interview, there is also more time devoted to you, your interests and your career motivations.

The third and final interview focuses mainly on you, your personality and your ambitions.

Find out more information here:

cil.com/careers/openroles
careers@cil.com

Or scan the QR code:



