



---

# LEARN MORE, GROW FASTER

---

KICK-START YOUR CAREER IN STRATEGY CONSULTING



Certified



Corporation

# SPOTLIGHT ON CIL

glassdoor®



4.2 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

€183K

FOR MISSING PEOPLE  
CHARITY SINCE 2018

# WHO WE ARE

CIL is an independent strategy consultancy with offices across Europe, the UK and US. We provide evidence-led 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. Increasingly, we follow these engagements with strategy work to help investors and management teams make the most of the growth opportunities available to their businesses.

CIL is looking 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 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

Our commitment to accountability, transparency and continuous improvement has been recognised and CIL is proud to have achieved B Corp Certification. This accreditation highlights our dedication to meeting high standards of social and environmental impact.

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.

---

“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.”

Engagement Manager

---

The logo for Missing People, featuring the word "missing" in a pink, lowercase, sans-serif font, and the word "people" in a black, lowercase, sans-serif font, positioned directly below "missing".

CIL has partnered with Missing People since 2015. It is a lifeline for the 170,000 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."

Consultant

---

Over their first year, CIL Analysts will get 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 get the chance to do 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.

## 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.

## 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, in Somerset.

## Chicago

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

# 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/de/karriere/open-roles-careers@cil.com](https://cil.com/de/karriere/open-roles-careers@cil.com)

Or scan the QR code:



