Virtually all organizations exist to provide a service, produce a product, or sell/market either their own products and services or the products and services of others. Supporting those activities are the functions of Consulting, Human Resources, Sales, Operations, and Information Technology. Companies may engage those functions through their own internal departments or through external resources in a consulting capacity.

RESOURCES AT BOSTON COLLEGE

- AHANA Management Academy
- Boston College Women in Business
- Carroll School of Management
- Consulting Club

SKILLS REQUIRED

- Critical Thinking/Problem Solving
- Oral/Written Communications
- Teamwork/Collaboration
- Application of Information Technologies
- Leadership
- Professionalism/Work Ethic

PROFESSIONAL ASSOCIATIONS & JOB SEARCH SITES

- Association of Management Consulting Firms (AMCF): amcf.org
- Women in Consulting (WIC): womeninconsulting.org
- Society for Human Resource Management (SHRM): shrm.org
- Northeast Human Resources Association (NEHRA): nehra.com
- National Association of Sales Professionals (NASP): nasp.com
- Association of Information Technology Professionals (aitp): aitp.org

JOB SEARCH & INTERVIEW PROCESS

Approximately 20-25% of all organizations recruiting at the entry-level conduct their interviews and selection during the fall semester of senior year. Much of this recruiting is connected to the conversion of internships from the previous summer to full-time hires upon graduation. Most other major consulting firms and business organizations conduct their summer internship interviews on campus in October. The other 75% of hiring companies recruit year-round and on a just-in-time basis and may post open positions with only a 60-90 day range from job posting to desired start date.

Recruiters and interviewers often apply an approach known as the “case method” to demonstrate the candidate’s problem-solving abilities, often related to the organization’s actual business. This approach incorporates complex business questions and reasoning in a live interview setting.
### Consulting Firms
- Accenture
- Analysis Group
- Charles River Associates
- Deloitte
- EY
- FTI Consulting
- KPMG
- L.E.K. Consulting
- PwC
- Towers Watson

### Human Resources/Staffing Firms
- Aerotek
- Kelly Services
- Michael Page
- Robert Half

### Other Management Opportunities
- Enterprise
- General Electric (GE)
- Liberty Mutual
- Oracle
- TJX Companies
- Textron
- UnitedHealth Group

### Sales & Business Development
- Cognate
- Downeast Cider House
- Northwestern Mutual

### Information Technology
- Dell EMC
- Pegasystems, Inc.
- Textron, Inc.

### MAJOR EMPLOYERS OF BC STUDENTS IN BUSINESS, CONSULTING, AND MANAGEMENT

### JOB DESCRIPTIONS WITHIN BUSINESS, CONSULTING, AND MANAGEMENT

**Consultant** – Provide an analysis of the existing practices of a company and make recommendations for improvements. These professionals frequently specialize in one area of business management, such as human resources or health care.

**Data Analyst** – Conduct full lifecycle activities to include requirements analysis and design, developing analysis and reporting capabilities, and continuously monitoring performance and quality control plans to identify improvements.

**Human Resource Associate/Specialist** – Recruit and place workers, handle employee relations issues, analyze and administer compensation and benefits, and provide training. Human resources specialists guide employees through human resources procedures and answer questions about policies. They sometimes process payroll, as well as focus on strategic planning and hiring.

**Account Manager** – Build relationships with clients with a focus on meeting business/sales goals, proactively pursue new business for the organization, become a specialist in the knowledge of the product and/or service being represented.

**Information Security Analyst** – Plan and carry out security measures to protect an organization’s computer networks and systems. Their responsibilities are continually expanding as the number of cyberattacks increases.

*Please Note: This handout is intended to be a sampling of resources. For additional information, please schedule an appointment through EagleLink.*