

2023

Early careers at PA

Discover what's possible.



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A message from Helen Mullings

Chief People Officer



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PA will be a fantastic first step in your career.

PA is an organisation focussed on harnessing human ingenuity to drive innovation and our early career entrants are an important part of this, bringing fresh ideas and experiences to our clients and teams.

The best innovation requires diversity of thought and so we are committed to building an organisation full of people with varying, rich life experiences. We know the best outcomes for our clients require our people to be the

best versions of themselves, so we are continuously focused on your personal growth and wellbeing.

As an organisation full of experts in their fields we can offer the best mentorship in the areas that interest you most, and we will nurture your talent to ensure you thrive in all aspects of your life.

Whether you choose to join us for two or twenty years, PA will be a fantastic first step in your career.

Helen Mullings
Chief People Officer

About us

PA is a consulting firm like no other. We see the possible in the impossible and are driven by a bold desire to build a positive human future. We are creators and innovators who believe in the power of diversity to find new, better ways of doing things. With over 4,000 specialists globally, our expertise covers strategy, technology, digital, design, science and engineering — and together, we're shaping the future. A future that starts with you.

“

PA really encourages everyone, particularly those at the start of their journey, to take hold of their own career.





#LifeAtPA



A career at PA is defined by impact. We come together to power innovation and make a real difference in the world. The best ideas are generated when every member of the team feels empowered to contribute, so we've worked hard to make that a reality.

We've shaped an inclusive culture where people are encouraged to bring their whole selves to work. We offer mentoring to build professional confidence, as well as support for wellbeing and mental health, to comprehensive onboarding and a structured development programme.

“ PA is a people-first company. They genuinely care.



What we do

In an ever-changing world, we don't just help our clients to keep up with the times, we enable them to lead the change. We work in multidisciplinary teams, blending our expertise to find innovative, end-to-end solutions to complex problems. In partnership with our clients, we deliver the big ideas needed to create a fairer society, and protect our environment. We believe that together, we can go further; so we're guided by one another, as we strive to make extraordinary ideas a reality.

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PA doesn't just help businesses be successful, they help society do great things.



Supporting your development

At PA, your progress is our success, so we do everything we can to support your individual growth from day one. Our group mentorship programme helps you carve out personal goals and gives you the confidence to settle in to your role.

We believe that setting you up for success in your career is about more than just building your technical capabilities — that's why we provide a comprehensive learning and development programme, designed to give you the tools to thrive, whatever the challenge.

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There's a lot of emphasis on your own strengths, coaching and mentoring.

Our Early Careers opportunities

Whatever stage you're at, we have an opportunity that'll interest you. So be bold — join us, and shape your future.

If you're a graduate, you can join one of our two rotational consulting schemes — Strategy & Growth, or Business Transformation — giving you the opportunity to experience a variety of business areas before deciding on a direction for your career. If you have a specialist background, and already know the path you want to take, you can move directly into one of our business areas: Digital, Design, Engineering & Science, or Research.

If you're a penultimate-year undergraduate (or finalist planning a Masters Degree), we have internship opportunities that give you the opportunity to spend the summer with us gaining valuable work experience. If it feels like a good fit for us both, an internship is a great first step towards joining us as a graduate.

We also offer year long placements for those who require a year in industry as part of their degree. These run from July to July in your penultimate year of university. If you have a successful placement with us, you have a chance of being offered a permanent graduate role ready for when you finish your studies.

Find the right pathway for you



1

Consulting

Join the Consulting team at PA to become a pioneer of change, as we pull together to solve our clients' most complex challenges. As a graduate, you can join one of two 18-month rotational schemes — Strategy & Growth, or Business Transformation.

2

Digital & Technology

Our Digital & Technology scheme is pushing boundaries as we deliver advanced solutions to prepare our clients for a bold future. Whether you're building new digital sales channels, carrying out a shift to a cloud platform, or helping to protect an organisation from advanced cyber threats, you'll have the support of a diverse and experienced team behind you.

3

Design, Engineering & Science

Explore a career in one of our Design, Engineering & Science teams to enter a world where innovation knows no bounds. Whether you're helping to design, manufacture and deliver thousands of ventilators in the fight against COVID-19, or prototyping an Electric Vehicle Chargepoint featured at COP-26, you'll work with and learn from experts in their fields to make a real difference.

Consulting

Strategy & Growth

In Strategy & Growth, you'll help our clients make key decisions. Working in a multidisciplinary team, you'll learn a variety of tools and techniques to analyse complex data. With this deep understanding of the challenges and opportunities your client faces, you'll work with them to define the best course of action. Putting it all together, you'll help to drive real, human change for society.

Business Transformation

In Business Transformation, you'll help our clients to seize opportunity. You'll learn the skills to develop the best operating model to meet their future needs and deliver large-scale change programmes. At PA, you won't just be suggesting solutions, you'll be helping clients to implement them. Business Transformation helps organisations to adapt to ever-changing market conditions — by joining this team you'll deliver meaningful outcomes that move the world forward.



Consulting pathways

Whether you join our strategy and growth, or business transformation scheme, both pathways are open to graduates with a degree in any subject – what you studied is far less important than your passion for consulting. You'll join an 18-month rotational programme, working with multiple teams across consulting and experience working in different sectors. Over the next year and a half, you'll work within three business areas, building your skills, and broadening your experience. Depending on the pathway you're on, you'll get a taste of slightly different areas of our business:

Strategy & Growth

Asset Management, Economics & Investment Strategy, Growth Strategy, Systems Insights and Solutions, and Risk & Regulation.

Business Transformation

Delivery, Operating Model, Operations and Improvement, Sourcing & Strategy, Agile and People and Change.

The programme supports your personal development, helping you to become a well-rounded consultant. You'll also receive mentoring to support your individual development and help you to narrow down which business area you want to make an impact in over the long term.

Once you've successfully completed the programme, we'll support you in finding the best team for your future at PA, starting out as Consultant Analyst.

“It is very easy to feel like a part of PA.”

Hear from a Strategy & Growth graduate...

When I applied to PA, I liked that it was a focussed company – large enough to offer a wide range of services and have a strong presence, but not so large that you couldn't understand what they did.

I appreciate the wide range of things that you're able to do on the graduate programme, and it's really flexible. There is such value in trying things out at the start of your career and that's what PA allows you to do. There is lots of training to support your development. All graduates attend training sessions focused on consulting skills. At the start of each rotation you get a week of

rotation specific training and there is also the opportunity to seek out training relevant to your career.

PA are always trying to improve it for the next set of grads even within the cohort, every six months they level it up. It's been good to join at the same time as lots of other graduates and joining a rotational programme means that you get to know a lot of people. It is very easy to feel like part of PA.



“The work we do never fails to amaze me.”

Hear from a Business Transformation graduate...

I was attracted to PA because of the rotational nature of the graduate scheme, since I wasn't sure which area of consulting would be best — so it gave me the opportunity to try out some different options before I made a firm decision. The onboarding lasted three weeks and really helped me to understand the business as a whole. We listened to engaging sessions giving insight on PA in general, and then focussed on how we support clients in consulting. It was really interesting to hear about some of the projects we've done...the impact of the work that PA does never fails to amaze me!

We finished with team-specific training, which set me up with a good base of knowledge to get started.

I had the support of a buddy to help me settle in, which was really helpful. The culture at PA has been really welcoming and encouraging – I was immediately made to feel like part of the team! Having a cohort around you that's made up of people going through the same experience feels really supportive. Everyone is really sociable too, which makes it fun at the same time. I've been impressed by the focus on shaping your own career - there's a lot of freedom to choose what you want to do, and to seek out your own development opportunities down there.

Digital & Technology

The power of digital is transforming industries at a pace never seen before. It creates opportunities for rapid growth, and also gives an opportunity to help minimise threats to essential infrastructure. To help our clients keep up with change, we're looking for people with curious minds and pioneering spirits to grow both our team and our pool of knowledge. Opportunities in our Digital team cover a range of business areas: Digital Trust & Cyber Security, Digital Software, Data Science, and Digital Design. In many cases, we welcome applications from people with a degree in any subject,

but, occasionally, roles in our Digital team may have specific degree subject requirements, which will be listed on the job posting. When you join us in Digital, you will be driving innovation and creating real, human impacts in fields such as healthcare, education and financial services.

You'll join an 18-month programme, working with several different teams working across the Digital space, gaining experience in different sectors... Your development will be supported throughout with both technical and consultancy skills with an eye to becoming a Consultant Analyst at the end of the programme.





I really like how flexible the programme is.

Hear from a Digital graduate...

I was initially attracted to PA because I didn't have a very clear idea of what I wanted to do. It therefore appealed to me when I found this opportunity to gain experience in different teams, and get the chance to try a few things in the digital space. I was also really attracted to the fact that they had a Pride network — it gave me a good feeling about the company.

I'm currently working with the Digital Trust & Cyber Security team. I'm really enjoying it, and I'm even finding that I like the parts of the role I was less excited by to begin with — the stakeholder management, and speaking to clients. I also like how flexible the graduate programme is — I was in the middle of the project I was really enjoying when my time with that team was supposed to end and, after a chat, they agreed to let me stay on to see it through.

Development is really encouraged.

Hear from a graduate on our Digital scheme...

One of the things that makes PA stand out is that development is really encouraged. You have a voice, you have an opinion, to be able to say if you want to do a certain project or not. And I think that's really important, especially in your early stages of your career.

It's been really motivating to see projects from start to finish. I've had the opportunity of working on a variety of projects, which has given me a breadth

of experience and the people I've worked with have been really supportive. I am trusted to present to client stakeholders and share our solutions with them, which is a stretch for me but I've loved it.

The people have been really encouraging and there's a great community of Analysts which makes you feel included. There are always people to support you, whether that's your buddy, line manager, or the grad lead.



Design, Engineering & Science



Our expert teams of designers, engineers and scientists are working in areas like Transport and Defence & Security to drive solutions to some of the toughest challenges of our day. We're looking for graduates with boldness and vision to join us, and help to make the impossible possible.

Entry level careers in these teams often require a specific academic background, which will be listed on the job posting. You'll get to work within our Global Innovation and Technology Centre (GITC), where we turn ingenious ideas into physical and digital reality.

GITC is a hub for innovators, using state of the art equipment.

If you join us on our research consultant programme, you'll work within one of our specialist teams based in London, acquiring a foundational grounding in qualitative, quantitative, and/or digital community-based research. There will be multiple opportunities to stretch and grow your skills through hands-on experience working in supportive teams, on client projects and in a learning culture - which will form the foundations of your career.

Here, we create, prototype, test and build technology-based solutions to our clients' most important challenges. As you join the programme, you'll work with several teams across DES and gain experience in different sectors. New joiners will begin their career with an intensive three-week induction. You'll meet your cohort and get to know more about our business, whilst also learning the foundations of your technical area.

Your development will be supported throughout with both technical and consultancy skills with an eye to becoming a Consultant Analyst.

3

“The variety of the work we do is amazing



Hear from a graduate on our Design, Engineering & Science scheme...

I joined PA after doing a physics degree and wanted to do something that was fun, but that had a purpose. Since joining PA, I've found a real passion for optics — starting just with high-level understanding to being involved in the development of new products. I'm proud of such a massive change in such a short period of time. The variety of the work we do is amazing, and I've worked on projects for FMCG businesses and charities.

I joined PA because I liked the idea of working at the Global Innovation and Technology Centre and working with world-class scientists everyday. What's surprised me is that I've worked with so many different specialists on projects, and we fix problems we've encountered together, in a really supportive way. I've felt that my ideas have been heard and even some of them have helped lead the project to success!



“You get the autonomy to find out what really interests you

Hear from a graduate on our Design, Engineering & Science scheme...

I did Electronics at university, so I wanted a job where I could be really hands-on — doing the science myself. Since joining, I've worked with one client in the Health and Life Science space, but have completed three very different projects. Working in the health sector helps you feel like you're making a real difference and that's what motivates me.

I wanted to design circuit boards and I've been able to do that. You get the autonomy to find out what really interests

you, and then build your specialism on the back of that. You get to know all the senior managers early on, who help you find your place and involve you in projects that will not only meet your interests, but aid your development too. I've felt supported through my time so far.

Everyone is friendly and genuinely wants to help out. I feel like I am making a difference here and developing at the same time.

FAQ

When are the opening and closing dates?

Our Graduate Programmes go live for applications in September with our summer internships and industrial placements going live slightly later in October.

On most of our job adverts, there will be a closing date advertised. Please note that with some of our roles the application window will close as soon as we have received enough applications. We advise you to submit your application asap!

Can I apply for multiple roles?

No. You are able to apply for one role within our early careers offering. We want candidates to apply to the programme that interests them the most and where they can demonstrate this throughout the recruitment process.

If you are unsuccessful at any stage of the recruitment process, you will need to wait 6 months before applying for another role.

Do you need to hold a certain degree for the graduate programme?

Some of our schemes are open for all degree subjects. Some of our specialised roles in Digital, Design, Engineering and Science require a relevant degree and you can see full details on the job description.

What is your application and assessment process?

First Stages — Online Assessments

We have two online assessments. The first is a non timed game-based assessment. The assessment is formed of engaging, intuitive tasks. Whilst not timed, some of the tasks require you to respond quickly tapping on the keyboard. Our second assessment is a strengths based online assessment. This is a non timed strengths based assessment that is scenario based. You will be given some sources to read related to certain scenarios and you will be asked to respond in a variety of ways – this could be ranking, sliding scale, multiple choice, or video response.

What if I require adjustments to the assessment process?

We can make many adjustments to any of the stages above such as additional time or providing certain materials in advance, so please be assured we will work with you to make sure you are supported. Please ensure if/when you receive the invite to the different stages that you contact the team- Earlycareersrecruitment@paconsulting.com. To discuss any adjustments you might need. We are more than happy to help you.

I've made it to the shortlisting stage, does this mean I will be invited to a final stage?

Unfortunately we cannot not guarantee everyone will get a place on our assessment centre. Our roles are competitive and we receive a high volume of applications. At the shortlisting stage we will look at your application and assessment results as a whole and take this into account when shortlisting.

Final stages — Strengths Based Virtual Assessment Centre and Technical Interviews

Our virtual assessment event will consist of several assessments. Details on these assessments will be shared with you nearer to the time if you are successful in being invited, and will typically include one to one interviews, group exercises, and written assessments. Some of our roles will require specific technical assessments (coding assessments, technical interviews, etc).

How long does the process take?

We will start our recruitment in September and look to run final stages from December. All candidates will be kept up to date throughout the process on how long the next stage takes for them and then when the dates of the final stages are.

If you have any further questions, please contact the recruitment team:

earlycareersrecruitment@paconsulting.com



About PA

We believe in the power of ingenuity to build a positive human future.

As strategies, technologies and innovation collide we create opportunity from complexity.

Our diverse teams of experts combine innovative thinking and breakthrough use of technologies to progress further, faster, together. Our clients adapt and transform, and together we achieve enduring results.

We are over 4,000 strategists, innovators, designers, consultants, digital experts, scientists, engineers and technologists. And we have deep expertise in consumer and manufacturing, defence and security, energy and utilities, financial services, government and public services, health and life sciences, and transport.

Our teams operate globally from offices across the UK, Ireland, US, Nordics and Netherlands.

Discover more at paconsulting.com and connect with PA on [LinkedIn](#) and [Twitter](#).

PA. Bringing Ingenuity to Life.

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