

# For the inquisitive candidate

**I'm a student and would like to work at QVARTZ. What are my options?**

**OK, I want to apply for a full-time position at QVARTZ. How do I go about it?**

**How do I prepare for a job interview at QVARTZ?**

**Which profiles are you looking for?**

**Do I need to speak one of the Scandinavian languages in order to work at QVARTZ?**

**Would QVARTZ sponsor my visa, support work permits and offer mobility support?**

**What will I learn as a management consultant?**

**Are there any women in management consulting?**

**Will I travel all the time when working at QVARTZ?**

**How long will it take before I can become partner in QVARTZ?**

**Who do you work with?**

**How are you different from other management consulting companies?**

### **I'm a student and would like to work at QVARTZ. What are my options?**

Well, that depends on what you're looking for. We offer different opportunities for students who want to try working as a management consultant. You can either become a junior consultant or an intern. This is relevant for third-year BSc students or MSc students. We also offer full-time positions for newly or soon-to-be graduates.

### **OK, I want to apply for a full-time position at QVARTZ. How do I go about it?**

We don't believe in standard solutions or methodologies. We believe in innovative processes, in (wo)men biting dogs, and we believe that being different starts with the first encounters with our civilisation. That is why we have ditched the traditional recruitment model for graduates and designed a different hiring experience. Eschewing the three-round, three-week industry norm, selected candidates are now invited to a recruitment day, where it's just as important for the applicants to get to know us, as for us to get to know them. **[Read more about how to apply.](#)**

### **How do I prepare for a job interview at QVARTZ?**

We decided to ask a young consultant, who recently joined us, what advice he would give a potential future colleague. He says, "You can safely assume that your CV is good enough if you are invited to the camp. What's left is to show your personality, and to demonstrate your ability to work in a group, as well as your analytical and problem-solving skills. Prepare by:

1. Thinking about how you want to interact with the rest of the group – both in group interviews and under less formal circumstances
2. Practising problem-solving in a structured way (preferably without clinging too much to specific learnt-by-heart frameworks). Make sure you are familiar with the most common types of cases
3. Practising some quick calculations without a calculator (it's usually fine to use pen and paper though)

Thank you, Filip, for passing on these recommendations. We have also made a **[guide on how to prepare for the case interview.](#)** And a final word of advice: don't forget to be yourself and have fun while you're at it.

**Which profiles are you looking for?**

Admitted, we have a fair share of consultants with a background within business or economics, but our civilisation does also count profiles within e.g. nanoscience, molecular biochemistry and even philosophy. Because your educational background is not what's most important to us. We look for a combination of strong analytical and personal skills, as a good consultant is not only a problem-solver but also a major source of inspiration, who co-creates a solution and builds competences together with the customer. Therefore, it's not enough to understand our clients' business; you also have to understand their culture and be able to engage with different personalities and within different team structures

**Do I need to speak one of the Scandinavian languages in order to work at QVARTZ?**

We require full working proficiency in English as we work globally, and consequently, a large part of the work we do is in English. That being said, we also serve many clients in their local language, so skills in the Scandinavian languages and/or German may be an advantage, but it is by no means a prerequisite. What is most important is that you find it motivational and exciting to help build QVARTZ as a company and a civilisation.

**Would QVARTZ sponsor my visa, support work permits and offer mobility support?**

As a point of departure, we expect new colleagues to make these arrangements themselves. QVARTZ is of course available for answering questions related to us as a company.

### **What will I learn as a management consultant?**

Online you have to be brief, which in itself is difficult for “wordies” like us. It’s an impossible task to fit into this format what you will learn as a management consultant. We are a people business. Our clients rely on us to co-drive impact in their organisations and teams, they look to us for knowledge, insight and execution power. Therefore, your personal and professional growth are crucial. In addition to early client exposure, on-the-job training and feedback, we have created the QVARTZ Academy. Our own in-house university with a unique curriculum designed to help you solve complex problems, engage with impact and understand yourself. You also get your personal QVARTZback, a more senior person that will guide you on your career path. We could go on and on...

### **Are there any women in management consulting?**

Fortunately, the answer is yes! But not enough. It’s no secret that ensuring a sustainable career for all is a challenge all over the industry. Our ambition is to change the management consulting industry from within, also when it comes to the share of female consultants. Therefore, we have started QVARTZ Women, an internal network which aims at strengthening female leadership in consulting. The group is a platform for promoting a culture of inclusiveness and provides a forum for debate in addition to leadership training and inspirational events. Partner Maria Sauto is in charge of QVARTZ Women, and you are welcome to contact her at [maria.sauto@qvartz.com](mailto:maria.sauto@qvartz.com) if you have questions related to QVARTZ Women.

### **Will I travel all the time when working at QVARTZ?**

We like to say that we have a Nordic heritage but a global reach. This means that we emphasise co-operation on projects across our offices, so our consultants get to know each other and get to experience life and work in different business cultures. It also means that we follow our clients around the globe whenever necessary. Additionally, we offer consultants a chance to work with Australian strategy consulting firm Port Jackson Partners through a reciprocal exchange programme. However, this doesn’t necessarily mean that you will travel all the time. Our consultants can influence their own career progression and work life and this includes the degree of travelling.

### **How long will it take before I can become partner in QVARTZ?**

There's no easy answer to that, unfortunately. Everyone in QVARTZ is evaluated on an ongoing basis. Over time, consultants take on more responsibility and greater challenges with regard to project complexity, client relationships, leadership roles and project management. The ability to build relationships, lead internal efforts and contribute to the development of our civilisation will increasingly play a larger role in the career progression. But being consultants, we have designed a model, of course. We can't help it, it runs in our veins.

### **Who do you work with?**

Our clients come from a broad range of industries and geographies. Common denominators are that they have complex problems and want to be great at what they do. You can read much more about our intriguing projects for our intriguing clients across many intriguing industries under [Cases](#). Too much? We can't help it. We love what we do!

### **How are you different from other management consulting companies?**

We get asked this a lot. Our clients are the same as in the other tier-one consulting companies, and we work within the same industries, often on the same kinds of projects. Churchill is rumoured to have said: "Attitude is a little thing that makes a big difference". We agree. It's the sum of the small things that makes a big difference. At QVARTZ, people are the firm, it's not the other way around. There's not a mould that people must conform to in order to fit in. Rather our civilisation is a dynamic concept shaped by the people in it. We don't care for titles and corner offices; and we believe in situational rather than formal hierarchies. The sum of all this, the "thousand things a thousand times", is really how we ourselves believe we stand out, and perhaps this is why it's difficult to give one short answer to the question. If you want to read more about this, Huffington Post wrote a [piece on us](#) a while ago.