

Deloitte Consulting

"The world's largest consulting firm"

FOUNDED 1845, London	EMPLOYEES ~470,000 globally	OFFICES 150+ countries	KNOWN FOR Scale, tech consulting, implementation
ROUNDS 2-3 rounds by practice	CASE WEIGHT High for Monitor, lower elsewhere	BEHAVIORAL WEIGHT High across all practices	GROUP EXERCISE Common for senior/experienced roles

WHO THEY ARE

Deloitte is the world's largest professional services network by revenue, with 470,000+ employees globally. Its consulting arm differs fundamentally from MBB: while McKinsey, Bain, and BCG focus on strategy, Deloitte spans strategy, technology implementation, operations, human capital, and transformation programs. Deloitte typically enters when a company needs execution support, not just a plan, building systems and restructuring organizations alongside strategy. The firm's size enables unmatched geographic and industry breadth, but work quality varies significantly by practice, office, and team. Your early assignment and cohort quality directly shape your experience.

WHY PEOPLE WANT TO WORK HERE

Deloitte appeals to people who want to see strategy execution firsthand. Engagements run longer and deeper than MBB work, giving you hands-on skills in systems and digital transformation. Deloitte Digital and SAP/Salesforce implementation teams are strong and expanding rapidly for those wanting to build technology expertise. Senior-level compensation matches MBB, with abundant internal mobility across industries, roles, and geographies. Strong Fortune 500 client relationships create long-term career optionality impossible at smaller firms.

INTERVIEW PROCESS

Deloitte's structure varies by practice, typically running two to three rounds. Monitor Deloitte (strategy) uses rigorous case interviews closer to MBB style. Technology and operations roles emphasize behavioral interviews, technical assessments, and fit over cases. Deloitte case interviews value logical structure and business intuition but penalize imperfect frameworks less harshly than MBB. Behavioral interviews carry heavier weight than at pure strategy firms, reflecting the reality of large, cross-functional teams. Many roles include group exercises or presentations, particularly for experienced hires.

WHAT THEY'RE REALLY EVALUATING

Deloitte prioritizes collaboration and communication more than MBB because your team will work alongside client employees for extended periods. They assess practical business judgment: can you identify what matters in messy situations, not just clean analytical problems? Understanding how organizations work, not just modeling them, sets you apart. Your 'why Deloitte' answer is critical. Since other Big 4 firms offer similar exposure, interviewers want to know why consulting specifically and why Deloitte's execution model appeals to you versus pure strategy.

STANDOUT QUESTIONS

1. Tell me about a time you had to work with a difficult stakeholder or client. How did you manage the relationship?
2. Describe a project where you had to coordinate across multiple teams or functions. What challenges came up and how did you handle them?
3. Tell me about a time you had to quickly learn something new and apply it under time pressure.
4. Describe a situation where you identified a risk or problem that others had missed. What did you do?
5. Why consulting, and specifically why Deloitte over the pure strategy firms?
6. Tell me about a time you delivered results despite significant obstacles or constraints.

INSIDER TIPS

- Know which Deloitte practice you're targeting and tailor your story accordingly. Monitor Deloitte strategy is a very different place than the Salesforce implementation team. Your 'why Deloitte' should be specific to the practice you're joining.
- Emphasize cross-functional collaboration in your behavioral answers. Deloitte work involves working alongside client teams, IT departments, and multiple internal workstreams. Stories that show you can handle complexity involving multiple parties will resonate.
- Don't underestimate the behavioral portion. Many MBB-track candidates over-prepare cases and under-prepare behavioral responses for Deloitte. The behavioral interview can carry as much weight as the case here.
- Show you understand implementation, not just strategy. Deloitte's edge over MBB is execution: candidates who can speak to how you take a recommendation and execute it, not just how you built it, will stand out.