

Ernst & Young (EY)

"Building a better working world"

FOUNDED 1989 (merger of Ernst & Whinney and Arthur Young)	EMPLOYEES ~395,000 globally	REVENUE \$53.2B (FY2025)	KNOWN FOR Audit, advisory, transactions, tax
ROUNDS 2–3 rounds, varies by service line	CASE WEIGHT Low to moderate for most consulting roles	BEHAVIORAL WEIGHT Very high	EY-PARTHENON Separate, more rigorous — see that profile

WHO THEY ARE

EY is one of the Big Four professional services firms with 395,000 employees across 150+ countries. The firm is built on audit and assurance but has grown a substantial consulting and advisory business split into three areas: EY-Parthenon (strategy), EY Consulting (technology and operations), and EY-Parthenon Transactions (deals and restructuring). This guide covers consulting and advisory only. The firm's audit heritage shapes its culture: methodical, risk-aware, and compliance-focused in ways that pure consulting firms are not. EY's identity is institutional and process-driven rather than entrepreneurial.

WHY PEOPLE WANT TO WORK HERE

EY appeals to candidates who want a large global career with diverse exit options and internal mobility across service lines. You can start in consulting and move to transactions, restructuring, or deals without leaving the firm. The Transactions Advisory Services (TAS) practice and deals diligence work are proven strengths. For candidates interested in M&A advisory or corporate finance outside banking, EY offers a credible path. Compensation and work-life balance are more predictable than MBB, and the culture is less aggressive and more structured than pure strategy shops. The learning curve remains steep but the environment is more collaborative than hypercompetitive.

INTERVIEW PROCESS

EY's interview varies by service line. EY-Parthenon strategy roles use a more rigorous process than EY Consulting roles. EY Consulting (technology, operations, change management) typically includes two to three rounds mixing behavioral interviews with case-lite or business scenario questions. The behavioral component is heavy across all consulting interviews because EY builds large cross-functional teams and needs people who communicate clearly and collaborate naturally. Some roles include technical screens for data, digital, or finance skills and a written exercise. Always confirm specifics with your recruiter for your target role and level.

WHAT THEY'RE REALLY EVALUATING

EY evaluates client-readiness above raw analytical ability. They want people who can sit across from a CFO or CHRO and represent the firm professionally: clear communicators, calm under pressure, and able to handle ambiguity without losing client confidence. The firm assesses your specific interest in the service line you're joining because "consulting" at EY covers very different work. A technology implementation role and a strategy role require different candidates and skill sets. Be explicit about why this type of work at EY, not generic EY consulting. Your ability to present yourself matters as much as what you say.

STANDOUT QUESTIONS

1. Tell me about a time you had to manage a complex relationship with a client or senior stakeholder who was resistant to your recommendations.
2. Describe a project where you had to bring together people from different functions or backgrounds to deliver a result.
3. Walk me through a time you identified a process or system improvement. How did you build the case for it?
4. Why EY Advisory specifically, and why this service line over other options at EY or elsewhere?
5. Tell me about a time you had to adapt quickly when a project changed direction mid-stream.
6. Describe the most complex piece of analysis you've done. What made it challenging and how did you manage it?

INSIDER TIPS

- Be specific about which EY service line and practice you're targeting. 'EY Advisory' is not a specific answer: know whether you're targeting EY-Parthenon, EY Consulting, TAS, or another practice and have a specific reason for that choice.
- The behavioral interview is the key test here. Prepare structured, specific STAR stories, not just general themes, and be ready to answer follow-up questions about your exact role, the obstacles you faced, and how things turned out.
- Know the difference between EY-Parthenon and EY Consulting. Many candidates confuse these or apply without understanding which one fits. Parthenon is strategy and PE-focused; EY Consulting is technology and operations. Interviewers will notice if you've conflated them.
- EY's culture values professionalism and client trust. In the interview, being organized, clear, and measured goes further than being clever or aggressive. The firm is more risk-aware than MBB, so mirror that tone.