

L.E.K. Consulting

"Specialists in strategy and private equity"

FOUNDED 1983, London	EMPLOYEES ~1,500 globally	KNOWN FOR PE due diligence, life sciences, consumer	STRUCTURE Independent — no Big 4 or PE ownership
ROUNDS 2 rounds, case-heavy	CASE STYLE Quantitative, PE/market sizing focus	BEHAVIORAL WEIGHT Light to moderate	MATH INTENSITY High — precision under pressure

WHO THEY ARE

L.E.K. Consulting was founded in 1983 by three ex-Bain partners and retains that Bain DNA in its culture and analytical rigor. Today it operates from 30+ offices across North America, Europe, Asia-Pacific, and India with ~1,500 consultants globally. The firm remains privately held and independent—no Big 4 parent, no PE ownership—which shapes how it serves clients and builds culture. Strategy and PE due diligence are the two strongest practices. Life sciences, healthcare, consumer, and industrial sectors drive the majority of work. L.E.K.'s PE due diligence practice is one of the most active globally, meaning you will likely spend significant time on fast-paced commercial assessments of potential acquisitions, evaluating market sizing, competitive dynamics, and financial viability.

WHY PEOPLE WANT TO WORK HERE

L.E.K. attracts candidates who want rigorous strategy work with more early responsibility. The firm is smaller than MBB or Big 4, so analysts and associates own substantial work pieces rather than acting as research support. For people who want to build skills quickly in a less hierarchical model, this is a concrete advantage. The PE due diligence practice exposes you directly to how PE investors think about acquisitions, what makes a business defensible, and how to rapidly assess market attractiveness with rigor. These skills translate into investment roles after consulting, and L.E.K. alumni move regularly into PE and growth equity. The independent structure keeps the culture focused on consulting quality over cross-selling. Partners are almost always promoted from within rather than hired laterally from industry, creating consistent standards and a mentorship culture built around craft and analytical excellence.

INTERVIEW PROCESS

L.E.K.'s interview process is case-heavy and rigorous, structured in two rounds with two to three cases per round plus a behavioral conversation. Cases are highly quantitative and often PE-flavored: market sizing with multiple assumption layers, unit economics analysis, or financial viability assessments. L.E.K. cases demand higher numerical complexity than typical MBB cases, requiring multi-step calculations, clean P&L logic, and sometimes advanced financial reasoning. Speed and accuracy matter more than eventual correctness after exploration. The behavioral component is lighter than MBB but still substantive, focused on your motivation for strategy consulting, sector interests, and evidence of structured analytical thinking. Prepare to articulate specific reasons you care about the industries L.E.K. serves.

WHAT THEY'RE REALLY EVALUATING

L.E.K. evaluates analytical precision and speed above almost everything else, since PE timelines are tight and market analysis directly informs investment decisions. You must build clean logic quickly, handle numbers without hesitation, and synthesize findings into clear, defensible conclusions under pressure. They want to see clear interest in the sectors L.E.K. serves: consumer, life sciences, industrial, and PE portfolio companies. Candidates who reference a specific sector and articulate why its competitive dynamics or market structure matter will stand out over those giving generic strategy answers. Independence and intellectual confidence are core to the firm's founder mentality. Take a position during cases, explain your reasoning clearly, and be ready to defend it if challenged rather than deferring to the interviewer's view.

STANDOUT QUESTIONS

1. Walk me through how you would assess the commercial attractiveness of a mid-sized specialty pharmaceutical company for a PE buyer.
2. How would you size the total addressable market for [a specific niche product category]? Walk me through your approach.
3. Tell me about a time you developed a strategic recommendation with limited data. How did you decide what to prioritize?
4. Describe a situation where your analysis led to a conclusion that surprised you or contradicted initial assumptions.
5. Why L.E.K., and what specifically about our practice areas or PE work draws you here?
6. Tell me about the most analytically complex problem you've solved. What made it hard and how did you approach it?

INSIDER TIPS

- The math is unforgiving and it comes fast. Practice multi-step quantitative cases out loud, not just on paper, until the calculation work is automatic. At L.E.K., candidates who hesitate on the numbers or make visible errors rarely recover.
- Know the sectors L.E.K. is known for. Life sciences, consumer, industrial, and PE work are where the firm dominates. If you can speak to why one of those sectors interests you (a specific dynamic, a market you've been following), you'll stand out in the fit conversation.
- Think like a PE investor. L.E.K.'s due diligence work requires understanding what makes a business defensible: barriers to entry, customer stickiness, pricing power, competitive moat. Frame your case answers through that lens, not just as analytical frameworks but as investment-relevant insights.
- Take positions. L.E.K. values intellectual confidence. At the end of a case, the candidate who says 'my recommendation is X because of Y, and here's what would change that view' will score higher than one who summarizes everything and defers the conclusion.