

Oliver Wyman

"Deep expertise, independent thinking"

FOUNDED 1984, New York	EMPLOYEES ~7,000 globally	OWNER Marsh McLennan	KNOWN FOR Financial services, aviation, sector depth
ROUNDS 2–3 rounds, case-heavy	CASE STYLE Quantitative, often FS-flavored	WRITTEN CASE Some offices — confirm with recruiter	FIT WEIGHT Moderate to high, sector interest probed

WHO THEY ARE

Oliver Wyman is a 7,000-person management consulting firm owned by Marsh McLennan, with 70+ offices globally. Smaller than MBB and Big 4, it dominates financial services consulting and competes directly with MBB in aviation, transportation, retail, and energy. The firm's identity rests on sector specialization and intellectual rigor rather than brand prestige. It attracts senior hires from banks and financial institutions, publishes influential research, and rewards deep thinking over presentation polish. Many consultants join to build expertise in a specific sector, which the firm actively encourages from the start of your career.

WHY PEOPLE WANT TO WORK HERE

Oliver Wyman is the premier consulting home for candidates pursuing financial services expertise. The firm works with major global banks and insurers on consequential strategy and risk problems at intellectual quality matching MBB. Culture is lower-key and more substance-focused than MBB, with colleagues known for sharp thinking and willingness to challenge convention. Smaller size means more responsibility earlier in your career and strong mentorship. Alumni exit to top banks, hedge funds, and asset managers regularly. For candidates who want consulting training as a path into finance, Oliver Wyman is often the optimal choice.

INTERVIEW PROCESS

Oliver Wyman runs a rigorous two-to-three-round process with fit conversation and case in each round. Cases are quantitatively demanding and often have financial services flavor: modeling bank capital allocation or assessing insurance product viability. Numerical precision is expected. Some offices use a written case exercise: 30-to-45 minutes analyzing a document packet and writing or presenting a recommendation. Confirm this component with your recruiter as it varies by location. The fit conversation is substantive. Interviewers focus on your sector interest, particularly financial services, and will skip past generic answers about complex problems.

WHAT THEY'RE REALLY EVALUATING

Oliver Wyman selects for intellectual horsepower paired with clear sector passion. The analytical bar is high: cases require strong financial and quantitative modeling intuition, not just framework application. Comfort with numbers, ability to work through ambiguous data problems, and demonstrated understanding of how banks or other key sectors operate will differentiate you. The firm values independent thinking and challenges to assumptions over correct framework execution. In fit, a specific perspective on an industry problem you find interesting beats a polished generic answer. Cultural fit matters: Oliver Wyman is a tight community and interviewers assess whether you're someone their team wants to work with intensively. Personable, curious, and conversational candidates outperform those performing an interview.

STANDOUT QUESTIONS

1. Walk me through how you would advise a large bank deciding whether to exit a profitable but capital-intensive business line.
2. Tell me about a time you built a rigorous analytical argument under significant time pressure. How did you structure it?
3. Describe a situation where your initial hypothesis turned out to be wrong. What did you do?
4. What sector within Oliver Wyman's practice interests you most, and what do you think is the most important strategic challenge it faces right now?
5. Tell me about a time you had to influence a senior stakeholder using analysis. What was the outcome?
6. Why Oliver Wyman over MBB or Deloitte, and what draws you here specifically?

INSIDER TIPS

- Have a specific view on a sector Oliver Wyman dominates, especially financial services. 'I find financial services interesting' is not enough. Know what's happening in bank capital requirements, insurance pricing, or another specific corner of the industry you can speak to with specific knowledge.
- The quantitative bar is high. Practice numerical case work and be comfortable with financial concepts like unit economics, capital allocation, margin analysis, and basic financial statement structure. Don't assume it's soft just because it's not MBB.
- Some offices use a written case. If yours uses it, prepare specifically: practice reading dense information quickly, forming a clear recommendation, and presenting it crisply. It's a different skill from verbal case interviews.
- Small firm, tight community. The interviewers will ask themselves whether they want to work with you. Be intellectually engaged, show curiosity about their work, and treat the conversation as a two-way exchange, not just a performance.