Tips From Hiring Leaders
What makes a great Consultant?
Q. What educational background / degrees make the best entry-level Consultants?

A. We've found that candidates with the following backgrounds are most successful:
   ▪ Business degrees
   ▪ Broad range of technical degrees
   ▪ Degrees focused on analytics or digital
Q. What entry-level Consulting roles do you offer at IBM?

A. We offer six entry-level roles across the Public and Private Sectors:

- Analytic Consultant
- Business Transformation Consultant
- Cognitive Consultant
- Designer
- Enterprise Applications Consultant
- Technical Consultant

Q. What about internships?

A. We currently do not offer Consulting internships.
Q. How do I know which role is right for me?

A. Learn more about each to find the right fit for your skills and interests.

**Analytics Consultant**

You’ll define key business problems to be solved; formulate mathematical approaches and gather data to solve problems; develop/draw conclusions, test solutions to present to client; enhance performance thru mathematical modeling, simulation, data analytics, optimization techniques, and data visualization.

[Learn more.](#)

**Business Transformation Consultant**

As a Business Transformation Consultant, you’ll work on projects that help clients integrate strategy, process, technology and information to increase effectiveness, reduce costs and improve profit and shareholder value.

[Learn more.](#)

**Cognitive Consultant**

As a Cognitive Consultant, you’ll work on cross-sector projects that help clients implement Watson Cognitive Solutions to digitally reinvent their strategy and operations by leveraging unstructured data, driving greater efficiency and the transformation of their entire enterprise through cognitive insights.

[Learn more.](#)
Q. How do I know which role is right for me?

A. Learn more about each to find the right fit for your skills and interests.

Technology Consultant
As a Technology Consultant, you’ll help design, develop and integrate solutions using best practice technologies, tools, techniques and products our clients demand today.

Learn more.

Designer
As a Designer, you’ll focus on designing world-class digital user experiences in support of our clients’ experience strategies by addressing user needs and the appropriate expression of their brands.

Learn more.

Enterprise Applications Consultant
As an EA Consultant, you’ll develop your expertise in one of the following areas: SAP, Oracle, Microsoft Dynamics, Workday or SharePoint solution suite; and you’ll help our clients integrate enterprise-wide data for improved performance and efficiency.

Learn more.
Q. What skills do you look for in entry-level Consulting candidates?

A. We look for proven experience in one or more of the following areas:

- Analytical Skills
- Agile Methodologies
- Digital Skills
- Technology Skills
Q. What qualifications are essential to becoming a great Consultant?

A. Here are the main qualifications:

- Willingness / ability to travel 4 days a week but up to 100% travel if business needs require.

- Reside within a reasonable commuting distance (50 miles or less) of one of the following: Atlanta, Boston, Chicago, Columbus, Dallas, Detroit, Houston, Jersey City, New York, Philadelphia, San Francisco and Washington (DC) metro area.

- Public Sector positions require U.S. citizenship and Washington, DC metro area residency.

- Minimum 3.2 GPA is preferred.
Q. What attributes or personality traits make a good Consultant?

A. Here are a few that we find consistently in top performers:

- Analytical thinker
- Collaborator
- Problem solver
- Forward-thinking leader
Q. What’s the mindset of a successful IBM Consultant?

A. While there’s no right answer, we’ve found people with the following ethos often do well:

- Confidence to accept challenges and become leaders
- Hunger to engage, contribute, learn, and flourish
- Courage to push boundaries and become change agents
Q. What recommendations do you have to improve my candidacy with IBM and prepare for my career?

A. Here are some recommendations:

- First, try Watson Candidate Assistance—a cognitive career guidance tool.
- Identify your strengths and unique traits using Watson Personality Insights.
- Get acquainted with IBM’s long term growth Strategy.
- Read our latest Annual Report for insight into our strategic priorities.
- Familiarize yourself with the industries in which we go to market.
Q. What recommendations do you have to improve my candidacy with IBM and to prepare for my future career?

A. Here are more recommendations:

▪ Have general understanding of IBM’s AI & Cloud Platform.

▪ Learn about IBM Services, and the transformational work we do for clients.

▪ Know the competitive landscape.

▪ Hone your digital skills.

▪ Discover emerging trends and thought leadership at our IBM Business Value Institute.
Q. Where can I learn more about the entry-level Consulting roles at IBM?

A. You have several options:

1. Join our Talent Network and sign-up to receive Job Alerts when Consulting roles become available.

2. Check out the IBM Career Website to learn more about our entry-level roles.

3. Learn more about Consulting by Degrees, IBM’s world-class development program for entry-level Consultants.

4. Come out and meet us. Check with your Career Services for current 2018-19 calendar of events.
Thank you for interest in Consulting roles at IBM.
