

Early careers at PA

Discover what's possible.



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Chief People Officer
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A message from Helen Mullings

Chief People Officer

PA is an organisation focussed on harnessing human ingenuity to drive innovation. Our early career entrants are an important part of this, bringing fresh ideas and experiences to our clients and teams.

The best innovation requires diversity of thought and so we are committed to building an organisation full of people with varying, rich life experiences.

We know the best outcomes for our clients require our people to feel valued and motivated to do their best, so we are continuously focused on your personal growth and well-being.

As an organisation full of experts, we can offer the best mentorship in areas that interest you most, and we will nurture your talent to ensure you thrive.

Whether you choose to join us for two or 20 years, we'll be a fantastic first step in your career.



Helen Mullings
Chief People Officer



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PA will be a fantastic first step in your career.

About us

PA is a consulting firm like no other. We see the possible in the impossible and are driven by a bold desire to build a positive human future. We are creators and innovators who believe in the power of diversity to find new, better ways of doing things.

With over 4,000 specialists globally, our expertise covers strategy, technology, digital, design, science and engineering — and together, we're shaping the future. A future that starts with you. We really encourage everyone, particularly those at the start of their journey, to take hold of their own career.





#LifeAtPA

A career with us is defined by impact. We come together to power innovation and make a real difference in the world. The best ideas are generated when every member of the team feels empowered to contribute, so we've worked hard to make that a reality.

We've shaped an inclusive culture where people are inspired and supported to do their best work. We offer mentoring to build professional confidence, as well as support for well-being and mental health, to comprehensive onboarding and a structured development programme. We're a people-first company and we genuinely care.



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PA is a people-first company.
They genuinely care.”

What we do

In an ever-changing world, we don't just help our clients to keep up with the times, we enable them to lead the change. We work in multidisciplinary teams, blending our expertise to find innovative, end-to-end solutions to complex problems.

In partnership with our clients, we deliver the big ideas needed to build a world that is safer, healthier, more equitable, prosperous, and sustainable. We believe that together, we can go further, faster; so we're guided by one another, as we strive to make extraordinary ideas a reality.

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PA doesn't just help businesses be successful, they help society do great things.



Supporting your development

Your progress is our success, so we do everything we can to support your individual growth from day one. Our group mentorship programme helps you carve out personal goals and gives you the confidence to settle in to your role.

We believe that setting you up for success in your career is about more than just building your technical capabilities — that's why we provide a comprehensive learning and development programme, designed to give you the tools to thrive, whatever the challenge.

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There's a lot of emphasis on building your own strengths, through coaching and mentoring.

Our Early Careers opportunities

Whatever stage you're at, we have an opportunity that'll interest you. So be bold — join us, and shape your future, your way. As a graduate, you can join one of our two rotational consulting schemes — 'Strategy and growth' or 'Business transformation' — giving you the opportunity to experience a variety of business areas before deciding on a direction for your career.

If you have a specialist background, and already know the path you want to take, you can move directly into one of our business areas: digital, design, engineering and science, or research. If you're a penultimate-year undergraduate (or finalist planning a Masters Degree), we have internship opportunities that give you the opportunity to spend the summer with us gaining valuable work experience.

If it feels like a good fit for us both, an internship is a great first step towards joining us as a graduate. We also offer year-long placements for those who require a year in industry as part of their degree. These run from July to July in your penultimate year of university. If you have a successful placement with us, you have a chance of being offered a permanent graduate role when you finish your studies.

We also offer two Level 6 Digital Apprenticeship opportunities. Through the combination of structured and self-directed learning, and practical in-role experience, apprentices will build the skills and knowledge needed to become highly skilled in data science or architecture engineering and DevOps.

Hear from one of our current graduates

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A pleasant surprise about working at PA is how committed the company is to inclusivity. PA truly feels like a place where everybody feels welcomed and respected irrespective of background. I cannot fault the organisation's dedication to promoting community, belonging, and equality.

Graduates



Find the right pathway for you

1

Consulting

Join the consulting team at PA to become a pioneer of change, as we pull together to solve our clients' most complex challenges. As a graduate, you can join one of two 18-month rotational schemes — strategy and growth, or business transformation.

2

Digital and technology

Our digital and technology scheme is pushing boundaries as we deliver advanced solutions to prepare our clients for a bold future. Whether you're building new digital sales channels, carrying out a shift to a cloud platform, or helping to protect an organisation from advanced cyber threats, you'll have the support of a diverse and experienced team behind you.

3

Design, engineering and science

Explore a career in one of our design, engineering and science teams to enter a world where innovation knows no bounds. Whether you're helping to advance cell and gene therapies, predict energy consumption through digital twins, create next-gen gaming experiences, or design plastic-free packaging from seaweed.

1. Consulting

We have two consulting pathways for graduates to choose from 'Strategy and growth' and 'Business transformation' - both of which are open to graduates with a degree in any subject. What you studied is far less important than your passion for consulting.

Our two programmes are quite different with the work that they do, so we encourage you to review both job descriptions to ensure you choose the role that best aligns with your career goals.

In both pathways, you'll join an 18-month rotational programme, working with multiple teams across consulting and experience working in different sectors. Over the next year and a half, you'll work within three business areas, building your skills, and broadening your experience.

Depending on the pathway you're on, you'll get a taste of slightly different areas of our business. Both consulting programmes support your personal development, helping you to become a well-rounded consultant.

You'll also receive mentoring to support your individual development and help you to narrow down which business area you want to make an impact in over the long term.

Once you've successfully completed a programme, we'll support you in finding the best team for your future at PA, starting out as consultant analyst.



Strategy and growth

In 'Strategy and growth', you'll help our clients make key decisions. Working in a multidisciplinary team, you'll learn a variety of tools and techniques to analyse complex data.

With this deep understanding of the challenges and opportunities your client faces, you'll work with them to define the best course of action. Putting this insight together, you'll help to drive real impact.

Strategy and growth includes:

- Asset management
- Economics and investment strategy
- Growth strategy
- Systems insights and solutions
- Risk and regulation.



Business transformation

In 'Business transformation, you'll help our clients to seize opportunity. You'll learn the skills to develop the best operating model to meet their future needs and deliver large-scale change programmes. You won't just be suggesting solutions, you'll be helping clients to implement them.

Business transformation helps organisations to adapt to ever-changing market conditions — by joining this team you'll deliver meaningful outcomes that move the world forward.

Business transformation includes:

- Delivery
- Operating model
- Operations and improvement
- Sourcing and strategy
- Agile
- People and change.

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It is very easy to feel like a part of PA.



Hear from a Strategy and growth graduate

When I applied to PA, I liked that it was a focussed company – large enough to offer a wide range of services and have a strong presence, but not so large that you couldn't understand what they did.

I appreciate the wide range of things that you're able to do on the graduate programme, and it's really flexible. There is such value in trying things out at the start of your career and that's what PA allows you to do.

There is lots of training to support your development. All graduates attend training sessions focused on consulting skills.

At the start of each rotation you get a week of rotation specific training and there is also the opportunity to seek out training relevant to your career.

PA are always trying to improve it for the next set of grads even within the cohort, every six months they level it up. It's been good to join at the same time as lots of other graduates and joining a rotational programme means that you get to know a lot of people. It is very easy to feel like part of PA.

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The work we do never fails to amaze me.

Hear from a Business transformation graduate

I was attracted to PA because of the rotational nature of the graduate scheme, since I wasn't sure which area of consulting would be best — so it gave me the opportunity to try out some different options before I made a firm decision.

The on-boarding lasted three weeks and really helped me to understand the business as a whole. We listened to engaging sessions giving insight on PA in general, and then focussed on how we support clients in consulting.

It was really interesting to hear about some of the projects we've done... the impact of the work that PA does never fails to amaze me! We finished with team-specific training, which set me up with a good base of knowledge to get started.

I had the support of a buddy to help me settle in, which was really helpful. The culture at PA has been really welcoming and encouraging – I was immediately made to feel like part of the team! Having a cohort around you that's made up of people going through the same experience feels really supportive.

Everyone is sociable too, which makes it fun at the same time. I've been impressed by the focus on shaping your own career - there's a lot of freedom to choose what you want to do, and to seek out your own development opportunities down there.



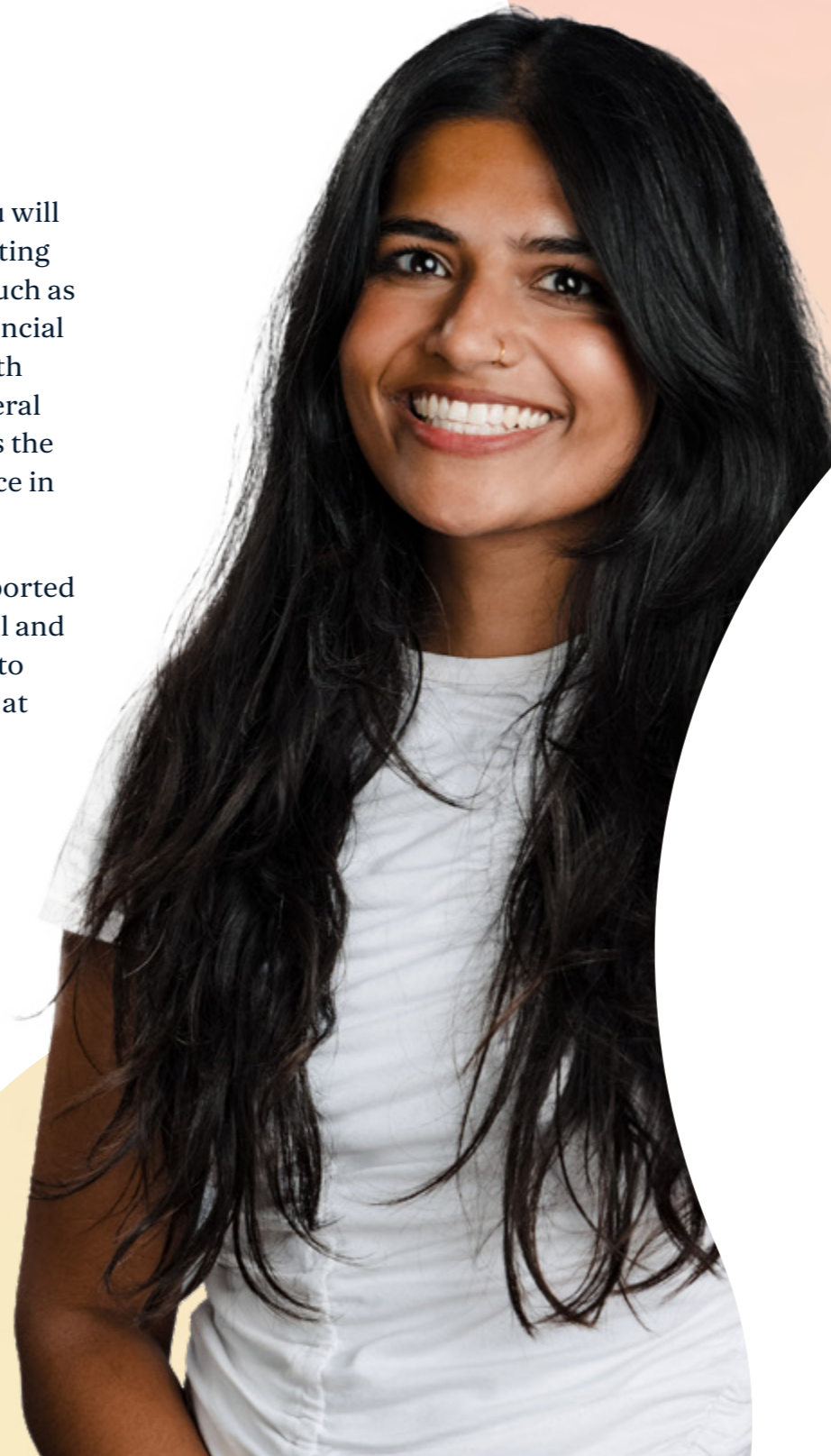
2. Digital and technology

The power of digital is transforming industries at a pace never seen before. It creates opportunities for rapid growth, and also gives an opportunity to help minimise threats to essential infrastructure. To help our clients keep up with change, we're looking for people with curious minds and pioneering spirits to grow both our team and our pool of knowledge.

Opportunities in our digital team cover a range of business areas: digital trust and cyber security, digital software, data science, and digital design. In many cases, we welcome applications from people with a degree in any subject, but, occasionally, roles in our digital team may have specific degree subject requirements or experience in a certain coding language, which will be listed on the job posting.

When you join us in digital, you will be driving innovation and creating real, human impacts in fields such as healthcare, education, and financial services. You'll join an 18-month programme, working with several different teams working across the digital space, gaining experience in different sectors.

Your development will be supported throughout with both technical and consultancy skills, with an eye to becoming a consultant analyst at the end of the programme.





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I really like how flexible the programme is.



Hear from a digital graduate

I was initially attracted to PA because I didn't have a very clear idea of what I wanted to do. It therefore appealed to me when I found this opportunity to gain experience in different teams, and get the chance to try a few things in the digital space.

I was also really attracted to the fact that they had a Pride network— it gave me a good feeling about the company. I'm currently working with the digital trust and cyber security team.

I'm really enjoying it, and I'm even finding that I like the parts of the role I was less excited by to begin with — the stakeholder management, and speaking to clients.

I also like how flexible the graduate programme is — I was in the middle of the project that I was really enjoying when my time with that team was supposed to end and, after a chat, they agreed to let me stay on to see it through.

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Development is really encouraged.



Hear from a digital graduate

One of the things that makes PA stand out is that development is really encouraged. You have a voice, you have an opinion, to be able to say if you want to do a certain project or not.

And I think that's really important, especially in your early stages of your career. It's been really motivating to see projects from start to finish. I've had the opportunity of working on a variety of projects, which has given me a breadth of experience and the people I've worked with have been really supportive.

I am trusted to present to client stakeholders and share our solutions with them, which is a stretch for me but I've loved it. The people have been really encouraging and there's a great community of analysts, which makes you feel included.

There are always people to support you, whether that's your buddy, line manager, or the grad lead.



3. Design, engineering and science

Our expert teams of designers, engineers and scientists are working in areas like health and life sciences, consumer and manufacturing, and defence and security to drive solutions to some of the toughest challenges of our day.

We're looking for graduates with boldness and vision to join us, and help to make the impossible possible. Entry level careers in these teams often require a specific academic background, which will be listed on the job posting.

You'll get to work within our Global Innovation and Technology Centre (GITC) in Cambridgeshire, where we turn ingenious ideas into physical and digital reality. GITC is a hub for innovators, using state of the art equipment.

If you join us on our research consultant programme, you'll work within one of our specialist teams based in London, acquiring a foundational grounding in qualitative, quantitative, and/or digital community-based research.

There will be multiple opportunities to stretch and grow your skills through hands-on experience working in supportive teams, on client projects and in a learning culture - which will form the foundations of your career.

At GITC, we create, prototype, test, and build technology-based solutions to our clients' most important challenges. As you join the programme, you'll work with several teams across DES and gain experience in different sectors. New joiners will begin their career with an intensive three-week induction.

You'll meet your cohort and get to know more about our business, whilst also learning the foundations of your technical area. Your development will be supported throughout with both technical and consultancy skills with an eye to becoming a consultant analyst.



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The variety of the work we do is amazing.

Hear from a graduate on our design, engineering and science scheme

I joined PA after doing a physics degree and wanted to do something that was fun, but that had a purpose. Since joining PA, I've found a real passion for optics — starting just with high-level understanding to being involved in the development of new products.

I'm proud of such a massive change in such a short period of time. The variety of the work we do is amazing, and I've worked on projects for FMCG businesses and charities.



I joined PA because I liked the idea of working at the Global Innovation and Technology Centre and working with world-class scientists everyday. What's surprised me is that I've worked with so many different specialists on projects, and we fix problems we've encountered together, in a really supportive way.

I've felt that my ideas have been heard and even some of them have helped lead the project to success!

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You get the autonomy to find out what really interests you.

Hear from a graduate on our design, engineering and science scheme

I studied electronics at university, so I wanted a job where I could be really hands-on — doing the science myself. Since joining, I've worked with one client in the health and life science space, but have completed three very different projects.

Working in the health sector helps you feel like you're making a real difference and that's what motivates me. I wanted to design circuit boards and I've been able to do that.

You get the autonomy to find out what really interests you, and then build your specialism. You get to know all the senior managers early on, who help you find your place and involve you in projects that will not only meet your interests, but aid your development too.

I've felt supported through my time so far. Everyone is friendly and genuinely wants to help. I feel like I am making a difference here and developing at the same time.

Placements and internships



Chose the right programme for you

1

Summer internship programme

Join us for an 8-week programme to gain valuable work experience and insights into PA. Immerse yourself in real-world challenges, learn from industry experts and contribute to meaningful projects.

2

Industrial placement programme

Our different business areas offer you the chance to gain invaluable knowledge and hands-on experience over a 12-month programme. You'll have the opportunity to grow, learn, and make a real impact while still pursuing your degree.

1. Summer internship programme

If you're a penultimate-year undergraduate (or finalist planning a Masters), we have a number of summer internship options available. Our internships are eight weeks long and will give you the opportunity to gain valuable work experience and insights into life at PA. We have summer internship opportunities across consulting, digital and design, engineering and science.

When you start with us as an intern, you'll be part of a cohort who will have access to learning and development opportunities.

You'll have exposure to client work and projects, as well as networking with various individuals across PA.

At the end of the eight weeks, you'll have the opportunity to showcase your project and what you've learnt to a number of key stakeholders. Depending on the business need and how you've performed, we will discuss the possibility of inviting you back as a graduate after your final year at university.

Hear from some of our summer interns

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All of the networking we did in the first week really helped to get to know each other. It was also great having the confidence to speak about prototypes and talking about different and new concepts with others in a safe, non-judgemental space.

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It's been a pleasure working here and the facilities available for product development are incredible. Everyone is so approachable and willing to give up their time to support your project over the eight weeks.

“

I've really enjoyed how flexible the internship programme has been. I've been able to seek out contacts and project work which aligns to my own interests, which has been very enjoyable.



2. Industrial placement programme

A number of our business areas offer 12-month placements for those who require a year in industry as part of their degree. We offer placements in our digital and consulting sectors.

Our industrial placement programmes are designed to give you practical experience and insight working on client and internal projects. You'll join a specific on boarding programme when you start with us, to help get you up to speed with all things PA.

You'll have access to lots of learning and development opportunities and you will be encouraged to build your network and collaborate with colleagues to achieve impactful results.

Complete the year successfully and you can expect to be fast-tracked through the graduate recruitment process when you finish your studies.



Hear from one of our industrial placement candidates

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One surprising aspect of working at PA is the blend of people's expertise and the diversity of experience they bring. I work with people who have come from engineering, healthcare, the Army, banking, but everyone comes together to deliver incredible results.

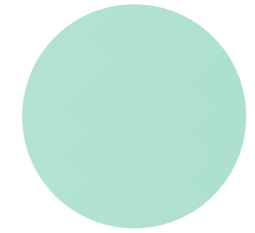
Apprenticeships



Discover our opportunity

Explore our apprenticeship programme and over three years work your way to achieving a L6 Bachelor's Degree through developing core technical skills and knowledge for the development of innovative digital solutions.

Apprenticeships



During an apprenticeship at PA, you'll get unique opportunities to develop your skills and gain hands on software development experience on some of the most the complex digital initiatives. You'll use contemporary coding platforms and modern tooling – working alongside our top digital talent.

You'll be coached and guided by our experts and have countless opportunities to broaden your experience on challenging projects and programmes. Whatever you work on, you'll be part of the team and free to grow your networks, across PA, our clients, partners, and beyond.

The BSc (Hons) Digital and Technology Solution Degree Apprenticeship develops core technical skills, knowledge and behaviour for the development of innovative digital solutions.

Through the combination of structured and self-directed learning, and practical in-role experience, apprentices will build the skills and knowledge needed to become highly skilled in data science or architecture engineering and DevOps at PA.

On successful completion of the three-year apprenticeship you will gain a L6 Bachelors Degree in Digital and Technology Solutions Professional.

Hear from some of our apprentices

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My apprenticeship experience has been transformative! From hands-on learning to working on impactful projects, PA has been a fantastic place to start and grow my career!

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My time as an apprentice at PA has been truly fulfilling. I've particularly appreciated the autonomous and entrepreneurial environment that PA fosters, allowing me to align my career with my goals in a unique way. The opportunities here to make a tangible impact, drive change, and contribute to client success have been invaluable. I am deeply grateful for the professional development opportunity that PA has provided. These varieties have enriched my experience significantly.



FAQ

When are the opening and closing dates?

Our graduate programme, summer internships, and placements go live for applications in the autumn (usually the end of September/early October).

Our apprentices will go live slightly later in the year (normally November or early December). On most of our job adverts, there will be a closing date advertised.

***Please note that with some of our roles the application window will close as soon as we have received enough applications. We advise you to submit your application as quickly as possible.*

Can I apply for multiple roles?

No. You can apply for one role within our early careers offering across all our programmes. We want candidates to apply to the programme that interests them the most and where they can demonstrate this throughout the recruitment process.

If you are unsuccessful at any stage of the recruitment process, you will need to wait six months before applying for another role.

Do you need to hold a certain degree for the graduate programme?

Some of our schemes are open for all degree subjects. Some of our specialised roles in digital, design, engineering and science require a relevant degree and you can see full details on the job description.

Do you need to have obtained certain qualifications to be eligible for our apprenticeships?

As our apprenticeship is a degree level opportunity there are certain eligibility requirements. A level 3 qualification in a relevant area, in any grade.

Other acceptable qualifications include:

- Two A levels in one or more similar subject*
- Level 3 apprenticeship in a similar subject
- International Baccalaureate at Level 3 in a similar subject
- BTEC Extended Diploma in a similar subject
- A work experience route (2-3 years) in a similar subject-related role.

*'Similar subject' relates to areas directly relevant to, or commensurate with, 'digital and technology solutions'. Typically, this would be areas such as, but not limited to, Level 3 digital apprenticeships, A-Level/BTEC Computer Science, Information Technology, Networking, Software Engineering, etc.

Please note: Learners must not hold an existing qualification at the same or higher level than this apprenticeship in a similar subject.

What is your application and assessment process?

First stages — application form and online assessments.

Our application form will require you to provide information about your academic background, as well as your motivation for the role you have applied to. You will then be invited to complete our online assessments. These assessments are task-based assessments and are not timed.

They are formed of engaging, intuitive tasks. Whilst not timed, some of the tasks require you to respond quickly tapping on the keyboard.

Final stage assessments – technical assessments and virtual assessment events

Our virtual assessment event will consist of several assessments. Details on these assessments will be shared with you nearer to the time if you are successful in being invited, and will typically include one-to-one interviews, group exercises, presentations, and case studies.

Some of our roles will require specific technical assessments (coding assessments, technical interviews, etc.)

Can I use Chat GPT or other generative AI tools to support my application?

It is fine to use generative AI tools, such as ChatGPT, as a resource to support your application process. These tools can be valuable for refining your ideas, structuring your responses, or clarifying your thoughts. However, it is essential that your answers remain authentic and reflect your own experiences, skills, and insights.

We value honesty and integrity in your application. Please use AI tools to enhance, not replace, your voice in the application.

What if I require adjustments to the assessment process?

We can make many adjustments to any of the stages above, such as additional time or providing certain materials in advance, so please be assured we will work with you to make sure you are supported.

Please ensure if/when you receive the invite to the different stages that you contact the team earlycareersrecruitment@paconsulting.com to discuss any adjustments you might need. We are more than happy to help you.

I've made it to the short-listing stage, does this mean I will be invited to a final stage?

Unfortunately we cannot guarantee everyone will get a place on our assessment centres. Our roles are competitive and we receive a high volume of applications. At the short-listing stage, we will look at your application and assessment results as a whole and take this into account when short-listing.

If I don't have the right to work in the UK, will you be able to provide sponsorship?

Unfortunately PA are unable to provide sponsorship at this time for those who do not have the right to work in the UK.

I have travelled out of the country for 29 consecutive days or more, am I still eligible to apply?

Due to the sensitive nature of our work and the clients we work with, we require all candidates to obtain security clearance. There are a number of factors that can impact you obtaining this and one of these is travelling out of the country for 29 days or more.

This does not necessarily mean you won't get cleared but it could have an impact. It is therefore best to be as honest as you can on our application form to ensure we can advise you as soon as possible. If you only share these details with us later, at the point of offer, it could result in your offer being withdrawn.

In the last five years I have resided outside of the UK for more than six months, am I still eligible to apply?

Due to the sensitive nature of our work and the clients we work with, we require all candidates to obtain security clearance. There are a number of factors that can impact you obtaining this and one of these is if you have lived outside of the UK for more than six months in the past five years.

This does not necessarily mean you won't get cleared but it could have an impact. It is therefore best to be as honest as you can on our application form to ensure we can advise you as soon as possible. If you only share these details with us later, at the point of offer, it could result in your offer being withdrawn.

If you have any further questions, please contact the recruitment team: earlycareersrecruitment@paconsulting.com





About PA

We believe in the power of ingenuity to build a positive human future.

As strategies, technologies and innovation collide we create opportunity from complexity.

Our diverse teams of experts combine innovative thinking and breakthrough use of technologies to progress further, faster, together. Our clients adapt and transform, and together we achieve enduring results.

We are over 4,000 strategists, innovators, designers, consultants, digital experts, scientists, engineers and technologists. And we have deep expertise in consumer and manufacturing, defence and security, energy and utilities, financial services, government and public services, health and life sciences, and transport.

Our teams operate globally from offices across the UK, Ireland, US, Nordics and Netherlands.

Discover more at paconsulting.com and connect with PA on [LinkedIn](#) and [Twitter](#).

PA. Bringing Ingenuity to Life.

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