



22 September 2023

***Inquiry into the management and assurance of integrity by consulting services
(Consulting services)***

Dear Committee Secretary,

Thank you for the additional questions on notice from Senator O'Neill. Please find attached our responses to the questions.

Yours sincerely,
BCG Australia

Questions

1. Please provide a breakdown of the age profile of all BCG employees by career level, including executive.
2. Please also provide a breakdown of staff turnover at BCG by career level.

Answers

1. We recruit talent into BCG at all career levels.

Our non-manager consulting staff range in age from 22 – 54 years, with an average age of 28 years. This includes people who've joined immediately upon graduation from university or after several years of professional experience.

Our consulting team managers/leaders range in age from 28 – 56 years, with an average age of 36 years. These cohorts are a mix of people promoted internally and those hired from external positions and leadership roles.

Our Managing Director and Partners range in age from 35 – 62 years, with an average age of 45 years.

Our non-consulting staff range in age from 20 – 70 years, with an average age of 38 years. This reflects the broad range of roles across our internal teams, e.g., Receptionists, IT, HR, Finance, Office Management, Knowledge Experts, Executive Assistants, etc.

2. Over the last four years, we've had an average of 15% attrition per annum. For our non-manager consulting staff, attrition has averaged 18% over this period. For our consulting team managers/leaders, the average has been 15%, and for our Managing Directors & Partners it has been 5%. For non-consulting staff, attrition has averaged 16%.

Importantly, we regularly review our retention and advancement data from an inclusion lens. We have maintained parity in the retention and advancement of women and men over this period.