



# We are continuing the addition of a 'diversity flag' to our screening criteria

## Concept

**A flag for applicants who come from socio-economically deprived backgrounds**

- Assessed by publicly available statistics on school performance and deprivation<sup>1</sup>

**We believe that students' achievements are more impressive relative to their peers when considered in the context of a challenging school background**

## Process



## Implementation

**Candidates meeting our criteria will receive a 1/2 non-academic points 'boost'**

- Relevant CVs will be stamped to notify you if you should apply a bonus
- e.g. a B7 would become a B6 or B5

**These CVs to receive extra consideration in borderline cases**

- 'Benefit of doubt' given to borderline candidates

1. % of students achieving 5 GCSEs, and % of students eligible for Free School Meals



# The A3 model

## How it works

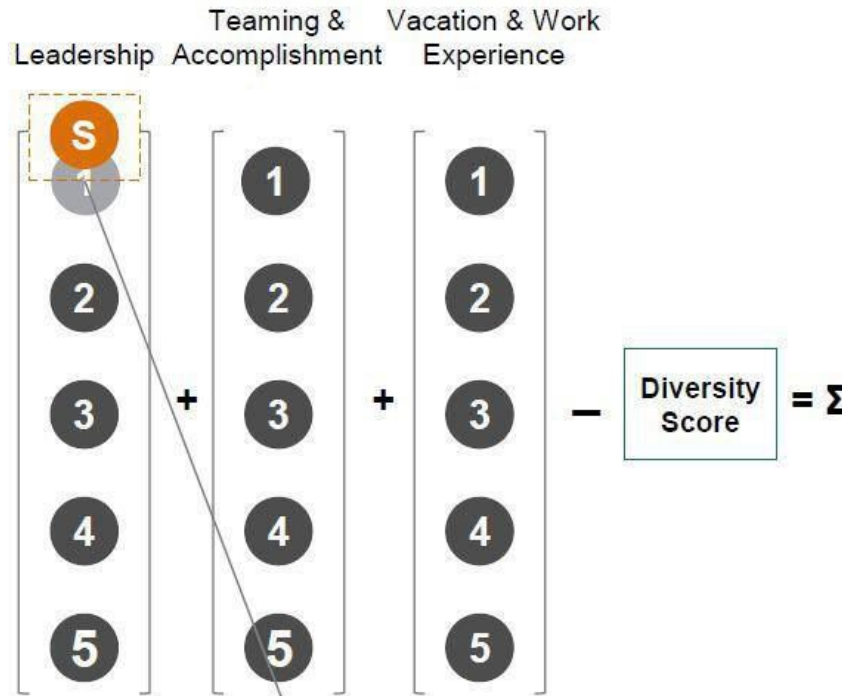
### Academic grade

Graded on Academic Excellence

<b>A</b> (Top quartile of candidates)
<b>B</b> (2nd quartile of candidates)
<b>C</b> (3rd quartile of candidates)
<b>D</b> (4th quartile of candidates)

### Non-Academic score

Individual points awarded for 3 categories



Special consideration given to top score in 'Leadership'

### Creates new dual score and matrix short list selection

Academic Grade +  $\Sigma$  Non-Academic Score

Short list Selection Matrix

	S	4	5	6	7	8	9	10
A	Dark Green	Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Grey	Grey
B	Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Grey	Grey
C	Dark Green	Light Green	Grey	Grey	Grey	Grey	Grey	Grey
D	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey

e.g.:

AS, B5 ✓

B6, CS ?

C7 ✗



# Screening Criteria – A3 Model

Academic		Non-Academic			
Degree Score		Leadership	Excellence & Accomplishment	Vacation & Work Experience <sup>1</sup>	
<i>School and Grade</i>		<i>Evidence of leadership potential, organisation and communication skills</i>	<i>Team or individual achievement</i>	<i>Productive use of <u>university vacation</u> through employment or voluntary means</i>	
A	<b>Evidence<sup>2</sup> of 1st from Priority schools</b> <ul style="list-style-type: none"> <li>E.g. 1st / distinction in prelims, scholarships / prizes</li> </ul>	<b>S</b> <ul style="list-style-type: none"> <li>JCR President</li> <li>Pres. of <u>major</u> university society</li> <li>University Newspaper Editor</li> <li>Ball President</li> <li>Elite sport captain</li> </ul>	<ul style="list-style-type: none"> <li>Major sport at university level</li> <li>Debating Champion</li> <li>Published author</li> <li>Concerto soloist</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 6 week internship with BCG anointed <i>elite employer</i></li> <li>Leading voluntary sector activity, going above and beyond</li> <li>Entrepreneur w/ impr. track record</li> </ul>	
					1
B	<b>Evidence of 2:1 from Priority schools</b> <ul style="list-style-type: none"> <li>Inc. priority schools who give no grade information</li> </ul> <b>Evidence of 1st from Tier 1 schools</b> <ul style="list-style-type: none"> <li>E.g. Prelims 1st / distinction, scholarships</li> </ul> <b>Evidence of <u>exceptional</u> 1st from Tier 2 schools</b> <ul style="list-style-type: none"> <li>E.g., Dean's list / top 5% in year / score of 80%+</li> </ul>	<b>2</b> <ul style="list-style-type: none"> <li>Pres. of <u>minor</u> society</li> <li>High level officer of <u>major soc/JCR</u></li> <li><u>Major</u> sport team captain</li> </ul>	<ul style="list-style-type: none"> <li>College 1st team major sports</li> <li>University level music</li> <li>Lead role in play / debater</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 6 week internship with BCG anointed <i>selective employer</i></li> <li>Significant Fundraising work</li> <li>Business founder</li> </ul>	
					3
					4
C	<b>Evidence of 1st from Tier 2 schools</b>	<b>4</b> <ul style="list-style-type: none"> <li>Society role / officer, but limited evidence of leadership</li> <li>Limited evidence of organizing or coordinating people / events</li> </ul>	<ul style="list-style-type: none"> <li>Limited evidence of teaming non-academic accomplishment</li> <li>Evidence of school achievement but not continued at university</li> </ul>	<ul style="list-style-type: none"> <li>Scattered work experience (usually very short term)</li> <li>Evidence or voluntary activity</li> </ul>	
D	<b>Evidence of 1st from Tier 3 schools</b>	<b>5</b> <ul style="list-style-type: none"> <li>No positions of responsibility</li> </ul>	<ul style="list-style-type: none"> <li>No extra-curricular activity</li> <li>No evidence of teamwork</li> </ul>	<ul style="list-style-type: none"> <li>Holiday wasters</li> </ul>	

1. Excludes GAP year.

2. Evidence includes "Predicted" grades. "Predicted" grades are only excluded where there are exam results which contradict these.



# Backup: London employer categorisation (alphabetical)

**1** Qualifying internship: must be minimum of 6 weeks

**2** Select Tier (as below)

**3** Make judgement call on role performed/department (e.g., capital markets more selective than compliance)

## Top employers<sup>1</sup>

Elite	Selective
<ul style="list-style-type: none"> <li>• AirBnB</li> <li>• Amazon (Software/PM)</li> <li>• Apple (Software/PM)</li> <li>• Bain</li> <li>• Bain Capital</li> <li>• BAML (IB only)</li> <li>• Bank of England</li> <li>• BarCap (IB only)</li> <li>• BCG</li> <li>• Blackstone</li> <li>• BNP (IB only)</li> <li>• Carlyle Group, The</li> <li>• Citigroup (IB only)</li> <li>• Civil Service Fast Track</li> <li>• Credit Suisse (IB only)</li> <li>• CVC Capital Partners</li> <li>• Deutsche (IB only)</li> <li>• Facebook (Software/PM)</li> <li>• Goldman Sachs (IB only)</li> <li>• Google (Software/PM)</li> <li>• HSBC (IB only)</li> <li>• JPM (IB only)</li> <li>• KKR (Kohlberg Kravis Roberts)</li> </ul>	<ul style="list-style-type: none"> <li>• Accenture</li> <li>• Advent International</li> <li>• Allen &amp; Overy (Law)</li> <li>• Apax Partners</li> <li>• Arthur D. Little</li> <li>• Astra Zeneca</li> <li>• AT Kearney</li> <li>• BAML (other)</li> <li>• Barclays (other)</li> <li>• BAT Industries</li> <li>• British Aerospace</li> <li>• British Airways</li> <li>• BP</li> <li>• British Telecom (BT)</li> <li>• Cadbury Schweppes</li> <li>• Citigroup (other)</li> <li>• Clifford Chance (Law)</li> <li>• Coca Cola</li> <li>• Corporate Executive Board Co., The</li> <li>• Corus</li> <li>• Credit Suisse (other)</li> <li>• Deloitte</li> <li>• Deloitte Consulting</li> <li>• Diageo</li> <li>• Dropbox</li> </ul>
<ul style="list-style-type: none"> <li>• Lazard (IB only)</li> <li>• McKinsey</li> <li>• Morgan Stanley (IB only)</li> <li>• Snapchat</li> <li>• Spotify</li> <li>• Uber</li> <li>• UBS (IB only)</li> </ul>	<ul style="list-style-type: none"> <li>• Ernst &amp; Young</li> <li>• Evercore Partners</li> <li>• Exxon Mobil</li> <li>• Foxconn (Software/PM)</li> <li>• Freshfields (Law)</li> <li>• General Electric</li> <li>• Glaxo SmithKline</li> <li>• Goldman Sachs (non IB)</li> <li>• Greenhill</li> <li>• Guinness</li> <li>• HBOS</li> <li>• Hellman &amp; Friedman</li> <li>• HSBC (other)</li> <li>• IBM</li> <li>• Inchcape</li> <li>• Intel (Software)</li> <li>• Jeffries (IB only)</li> <li>• J. Sainsbury</li> <li>• JP Morgan (other)</li> <li>• Kirkland &amp; Ellis (Law)</li> <li>• KPMG</li> <li>• Latham &amp; Watkins (Law)</li> <li>• Lazard (other)</li> <li>• LEK</li> </ul>
	<ul style="list-style-type: none"> <li>• Linklaters (Law)</li> <li>• Lloyds TSB</li> <li>• L'Oreal</li> <li>• Lyft</li> <li>• Macquarie</li> <li>• Marks &amp; Spencer</li> <li>• Microsoft (Software/PM)</li> <li>• Morgan Stanley (excl investment-banking)</li> <li>• NHS</li> <li>• Oliver Wyman</li> <li>• Oracle (Software)</li> <li>• Permira</li> <li>• Procter &amp; Gamble</li> <li>• Providence Equity Partners</li> <li>• Prudential</li> <li>• PwC</li> <li>• Reuters</li> <li>• Roland Berger</li> <li>• Samsung (Software/PM)</li> <li>• Santander</li> <li>• Shell</li> <li>• Sherman &amp; Sterling (Law)</li> </ul>
	<ul style="list-style-type: none"> <li>• Skadden (Law)</li> <li>• Slaughter &amp; May (Law)</li> <li>• Standard Life Assurance</li> <li>• Strategy&amp;</li> <li>• Stripe</li> <li>• Sullivan &amp; Cromwell (Law)</li> <li>• Tesco</li> <li>• TPG</li> <li>• UBS (other)</li> <li>• Unilever</li> <li>• Virgin</li> </ul>

1. Please include major global firms IF they have a strong domestic/local subsidiary (e.g. Goldman Sachs, P&G)

Note: In Tech, PM is a Product mgr type role, Software is a developer type role

Source: BCG local recruiting team