



GRADUATESHIPS GUIDE - 2021 EDITION

TOP 50 CONSULTING

COMPANIES IN DENMARK

Table of contents

4. Survey Specifics

5. Introduction

6. Feedback

7. Update on the Consulting Landscape

9. Rankings

10. Top 50 Consulting Companies Ranking

11. Top 25 Danish Consulting Companies

12. Top 15 Strategy Consulting Companies

13. Top 15 IT Consulting Companies

14. Top 10 Operations Consulting Companies

15. Top 10 Entrepreneurial Consulting Companies

23. Methodology & Data

24. About us

25. Services

“In an era when **only 12% of candidates** put trust in what employers say about themselves, companies must increasingly rely on **their employees and third parties** to be their **spokespeople on the employee experience.**”

- Harvard Business Review





1200

Students asked what matters to them



>20

Interviews with current and former consultants



5

Global rankings reviewed



100

Companies researched



75

Annual Reports Reviewed

We are aware that the above methodology is not perfect. Some companies think they should be ranked higher or other companies lower.

Whats important to us is to try and provide an objective and transparent process to determine the ranking. To do this we have relied on multiple data sources and have stayed objective in the process. We do this by not charging any companies to be part of the guide and we, ourselves, are not affiliated with any of the companies in the ranking.

Top 50 Consulting Companies

| | | | |
|----|------------------------------|----|------------------------------|
| 1 | Bain & Co Nordics | 26 | Netcompany |
| 2 | BCG | 27 | Valcon |
| 3 | Mckinsey | 28 | Carve |
| 4 | Novo Nordisk Consulting | 29 | Capgemini |
| 5 | BCG Platinion | 30 | Avanade |
| 6 | Maersk Management Consulting | 31 | IBM Global Business Services |
| 7 | PwC Advisory | 32 | DFDS Consulting |
| 8 | KPMG | 33 | NORTH Consulting |
| 9 | Strategy& | 34 | Devoteam |
| 10 | Kearney | 35 | COWI |
| 11 | Implement Consulting Group | 36 | Incentive |
| 12 | Deloitte Consulting | 37 | Visma |
| 13 | EY Parthenon | 38 | Kirstein |
| 14 | Ramboll Consulting | 39 | Kopenhagen Konsulting |
| 15 | Monitor Deloitte | 40 | Peak Consulting |
| 16 | Efficio Consulting | 41 | DXC Technology |
| 17 | Prokura | 42 | ReD Associates |
| 18 | BASE Life Science | 43 | Kvadrant Consulting |
| 19 | EY | 44 | Voluntas |
| 20 | PA Consulting | 45 | Hildebrandt & Brandi |
| 21 | Inverto | 46 | Innologic |
| 22 | Accenture | 47 | Valtech |
| 23 | INTELLISHORE | 48 | KMD |
| 24 | Simon-Kucher & Partners | 49 | Cognizant |
| 25 | Gartner | 50 | CGI |

Top 25 Danish Consulting Companies

| Rank | Company |
|------|------------------------------|
| 1 | Novo Nordisk Consulting |
| 2 | Maersk Management Consulting |
| 3 | Implement |
| 4 | Ramboll |
| 5 | Prokura |
| 6 | BASE Life Science |
| 7 | INTELLISHORE |
| 8 | Netcompany |
| 9 | Valcon |
| 10 | Carve |
| 11 | DFDS Consulting |
| 12 | NORTH Consulting |
| 13 | COWI |
| 14 | Incentive |
| 15 | Visma |
| 16 | Kirstein |
| 17 | Kopenhagen Konsulting |
| 18 | Peak Consulting |
| 19 | ReD Associates |
| 20 | Kvadrant Consulting |
| 21 | Voluntas |
| 22 | Hildebrandt & Brandt |
| 23 | Innologic |
| 24 | Valtech |
| 25 | KMD |

Defined as the best consulting companies **founded in Denmark**

Use this list to find your next employer if:

You care about working for a company that was **founded in Denmark**

Top 10: Entrepreneurial Consulting Companies

| Rank | Company |
|------|-------------------------|
| 1 | Bain & Co Nordics |
| 2 | EY Parthenon |
| 3 | Simon-Kucher & Partners |
| 4 | NORTH Consulting |
| 5 | Devoteam |
| 6 | Kopenhagen Konsulting |
| 7 | ReD Associates |
| 8 | Voluntas |
| 9 | Innologic |
| 10 | Valtech |

Defined as the most entrepreneurial consulting companies in Denmark

These are the companies that provides the most entrepreneurial environments, caters towards creative creators and entrepreneurs

Use this list to find your next employer if:

You care about working for a company with an entrepreneurial spirit

Top 15 Strategy Consulting Companies

| Rank | Company |
|------|------------------------------|
| 1 | Bain & Co Nordics |
| 2 | BCG |
| 3 | Mckinsey |
| 4 | Novo Nordisk Consulting |
| 5 | Maersk Management Consulting |
| 6 | PwC |
| 7 | KPMG |
| 8 | Strategy& |
| 9 | Kearney |
| 10 | Deloitte Consulting |
| 11 | EY Parthenon |
| 12 | Monitor Deloitte |
| 13 | EY Consulting |
| 14 | Simon-Kucher & Partners |
| 15 | DFDS Consulting |

Defined as the best companies within **Strategy consulting in Denmark**.

This is the classical management consulting company which focuses on strategy, transformation and operations. The companies in this category are McKinsey, BGC, Bain, Deloitte, etc. These companies will also have IT capabilities, but their core strength is strategy.

Use this list to find your next employer if:

You want to work for a consulting company with a focus on **strategy projects**

Top 15 IT Consulting Companies

| Rank | Company |
|------|----------------|
| 1 | BCG Platinion |
| 2 | Implement |
| 3 | PA Consulting |
| 4 | Accenture |
| 5 | INTELLISHORE |
| 6 | Netcompany |
| 7 | Valcon |
| 8 | Capgemini |
| 9 | Avanade |
| 10 | IBM Consulting |
| 11 | Devoteam |
| 12 | Visma |
| 13 | DXC Technology |
| 14 | Innologic |
| 15 | Valtech |

Defined as the best companies within **IT consulting in Denmark**.

Consulting companies with a focus on IT. Some will be more technically driven whilst others will focus on digitalisation and transformational projects. Again there will be overlap as these companies will also have other capabilities, but their core strength is IT. The companies in this category are Netcompany, PA Consulting, Valtech, etc.

Use this list to find your next employer if:

You want to work for a consulting company with a focus on IT projects

Top 10 Highest Compensation

| Rank | Company | Salary |
|------|------------------------------|---------|
| 1 | McKinsey | 45.000+ |
| 2 | BCG | 45.000+ |
| 3 | Bain & Co Nordics | 45.000+ |
| 4 | Kearney | 45.000+ |
| 5 | Maersk Management Consulting | 45.000+ |
| 6 | DFDS Consulting | 45.000+ |
| 7 | NORTH | 45.000+ |
| 8 | Peak Consulting | 45.000+ |
| 9 | Implement | 45.000+ |
| 10 | Hildebrandt & Brandt | 45.000+ |

Defined as the **highest paying** consulting companies in Denmark.

This category includes the companies which offers the highest starting salary for graduates. The salary range has been provided by the company themselves. The order of the companies is random.

Use this list to find your next employer if:

You care about working for a company that pays well

Top 10 Operations Consulting Companies

| Rank | Company |
|------|-------------------------|
| 1 | Ramboll |
| 2 | Efficio Consulting |
| 3 | Prokura |
| 4 | Inverto |
| 5 | Simon-Kucher & Partners |
| 6 | Valcon |
| 7 | COWI |
| 8 | Efficio |
| 9 | Peak Consulting |
| 10 | Kvadrant Consulting |

Defined as the best companies within **Operations consulting in Denmark**

Use this list to find your next employer if:

You want to work for a consulting company with a focus on **Operations projects**

Top 25: Career Outlook

| Rank | Company |
|------|-------------------------|
| 1 | McKinsey |
| 2 | BCG |
| 3 | Bain & Co Nordics |
| 4 | Deloitte Consulting |
| 5 | Kearney |
| 6 | PwC Advisory |
| 7 | EY |
| 8 | KPMG |
| 9 | IBM Consulting |
| 10 | Ramboll |
| 11 | Netcompany |
| 12 | Implement |
| 13 | PA Consulting |
| 14 | Monitor Deloitte |
| 15 | Capgemini |
| 16 | Simon-Kucher & Partners |
| 17 | EY Parthenon |
| 18 | Strategy& |
| 19 | Accenture |
| 20 | Gartner |
| 21 | Cognizant |
| 22 | KMD |
| 23 | Valcon |
| 24 | BCG Platinion |
| 25 | Inverto |

Defined as the company which **provides the best opportunities after** having worked for the firm

This category is focused on the opportunities the consultant will have after having completed at least a few years at the company. What doors open having been an employee of the firm? Can the employee pick and choose as they want afterwards?

Use this list to find your next employer if:

You care about setting yourself up for your next career move after consulting

Top 25: Growth

| Rank | Company |
|------|-----------------------|
| 1 | Bain & Co |
| 2 | Kopenhagen Konsulting |
| 3 | Kvadrant Consulting |
| 4 | INTELLISHORE |
| 5 | NORTH Consulting |
| 6 | ReD Associated |
| 7 | BASE Life Science |
| 8 | DXC Technology |
| 9 | Incentive Partners |
| 10 | Voluntas |
| 11 | Carve |
| 12 | Prokura |
| 13 | BCG |
| 14 | BCG Platinion |
| 15 | Netcompany |
| 16 | Visma |
| 17 | Innologic |
| 18 | Peak Consulting |
| 19 | Hildebrandt & Brandt |
| 20 | KPMG |
| 21 | PwC |
| 22 | Strategy& |
| 23 | EY |
| 24 | EY Parthenon |
| 25 | Gartner |

Defined as the company with the **fastest growth**

We have looked at two parameters - Revenue Growth and Employee Headcount Growth. We used the companies' numbers from Denmark. Some companies have little transparency into Revenue Growth, in which case we have used Gross Profit as a proxy. Numbers used are from 2018 Annual Reports.

Use this list to find your next employer if:

You care about working for a company experience fast growth



Methodology & Data

The 2021/2022 Graduateships Consulting rankings are based on four core sources; More than 20 interviews with current and former consultants, Review of five global rankings, desktop research of more than 100 Danish consulting firms and a review of over 75 annual reports.

The Graduateships Consulting 50 is based on a combination of internal and external scores. To make the ranking as objective as possible, we created the Graduateships Index consisting of five metrics. We selected the five metrics by asking students and young professionals what they find most important when evaluating where to work. They emphasized that not all metrics were equally important. To account for this, we have created a weighted system and scored all companies within each metric:

1. **Revenue Growth**
2. **Employee Growth**
3. **Compensation**
4. **Prestige**
5. **Employee Satisfaction**

Revenue Growth: This category is focused on revenue growth year over year. Data is gathered from annual reports. Sometimes we have used gross profit as a proxy if revenue was not available.

Employee Growth: Year over year growth in headcount. Data taken from annual reports.

Compensation: Includes data points around salary, bonuses and other benefits associated with the role as an entry-level consultant. Most of the data shared with us by the company.

Prestige: This category includes the prestige of working for the company, the clients they deal with, the difficulty of getting into the company as an employee, the quality of the work they deliver, the way they are perceived in the industry by competitors and if they are a household name in Denmark

Employee Satisfaction: As indicated by the title, how satisfied employees are for working at the firm

Data Sources

We have used a number of sources to be able to accurately rank the companies in each of the categories:

Qualitative interviews: With future, current and former consultants - both from toptier and second/third tier companies to get their assessment of their own company as well as competitors

Desktop research: We researched all companies - looking at their clients, the work they have done and the general perception of the company

Annual reports: We studied the companies' annual reports intensively - particularly used for the growth, diversity and CSR data.

Global rankings: Finally, we took inspiration from other rankings such as Uni-versum, Vault.com and Glassdoor as well as LinkedIn to track career trajectory.

Definition of Consulting Companies

We chose a wide selection of consulting companies, many of whom would probably not consider themselves in the same categories and would usually not be competing for the same clients or employees. This includes consultancies with a focus on IT, entrepreneurship/innovation, in-house consultancies, pure strategy consulting and everything in between. The reason for this is that in the eyes of the graduate, they are often overlapping and the learning they provide is similar. Below is an explanation of how we defined the consulting companies in this guide:

Strategy Consulting: This is the classical management consulting company which focuses on strategy, transformation and operations. The companies in this category are McKinsey, BGC, Bain, Deloitte, etc. These companies will also have IT capabilities, but their core strength is strategy.

IT Consulting: Consulting companies with a focus on IT. Some will be more technically driven whilst others will focus on digitalisation and transformational projects. Again there will be overlap as these companies will also have other capabilities, but their core strength is IT. The companies in this category are Netcompany, PA Consulting, Valtech, etc.

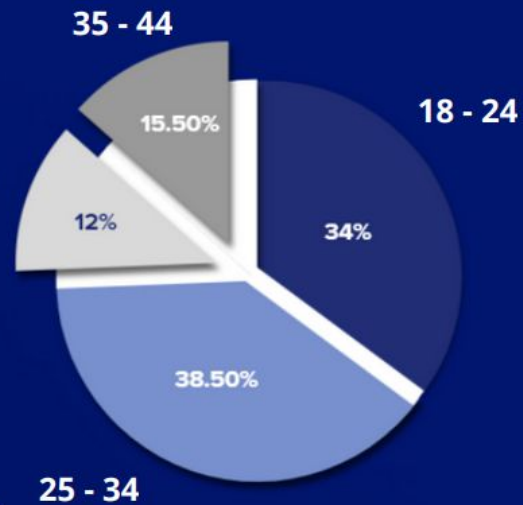
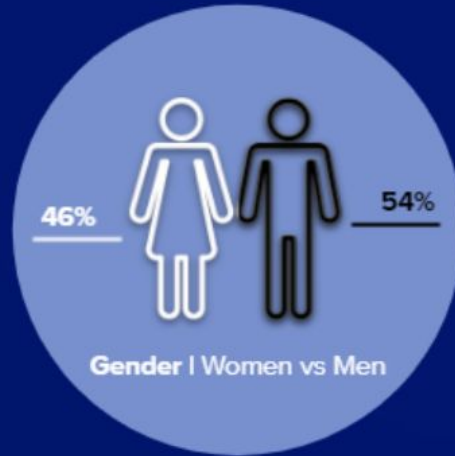
In-House Consulting Companies: A relatively new category. Focuses on the large corporates that have built up self-functioning internal consultancies. These consist of former consultants, usually from top-tier firms. Novo Nordisk Consulting and Maersk Management Consultants are examples of these.

Operations Consulting: This category is a little bit of a mix match, but is defined as advisory and/or implementation services that improve a company's internal operations and performance in the value chain. In this guide it covers companies within supply chain, procurement, HR, Organisational development, Marketing and Pricing.

Eligibility Criteria: As we mentioned we have considered a wide range of consultancies in Denmark. The only requirements to be considered was to actively operate in Denmark, have more than 25 employees and be more a consulting firm than e.g. a software development firm.

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Why we are here

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We're here to help them find it.

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We forge more authentic connections between employers and candidates by providing an inside look at your company's culture, employees, workplace, and values.

We do this through in-depth articles & interviews with your employees, detailed guides, company profiles and job postings

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