

Associate Consultant

Each level builds on the foundation of the Associate Consultant role which includes exercising independent judgment and discretion, evaluating candidates beyond resumes, making informed recommendations and applying sound decision-making in their daily work. Promotions reflect increased scope, consistency and impact of these skills.

Starting Your Career Here

Joining the Beacon Hill team as an Associate Consultant is just the beginning. We've created multiple paths to promotion because everyone's journey is unique.

START HERE

Associate Consultant

Helps to recruit candidates for full-time positions.



THEN GET PROMOTED TO

Consultant

Works to source and recruit candidates for full-time positions and is introduced to business development.



THEN GET PROMOTED TO

Senior Consultant

Independently develops new business, manages client relationships and leads recruitment efforts for full-time positions. Represents candidates for job placement and mentors new consultants.



Choose How You Succeed Next

Team Leadership

GET PROMOTED FROM SENIOR CONSULTANT TO

Senior Managing Consultant

Responsible for hiring, training and developing new consultants while leading direct-hire searches.



THEN GET PROMOTED TO

Practice Manager

Leads an executive search or direct hire team for a Division within an office.



THEN GET PROMOTED TO

Practice Director

Takes on the responsibility of leading an expanded Division team in an office location.



Individual Achievement

GET PROMOTED FROM SENIOR CONSULTANT TO

Senior Executive Consultant

Senior team member who mentors junior Associates and Consultants and provides counsel and thought leadership.



Changed Your Mind?

Did you choose the individual achievement track, but now think leading others may be a better choice for you? No problem! Beacon Hill team members are encouraged to find the best possible fit. Just signal your intentions and we'll help you reach your goals.

We're all in this together but realize that goals and speeds vary. These example tracks were created to illustrate sequential career growth at Beacon Hill, but remember, your progression can be as individual as you are. Enjoy the ride!