

Your guide to consulting salaries in the US

Helping clients and candidates to understand
where their role sits in the industry

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Industry Trends

- Salaries remain largely flat for another year, with inflation outpacing pay increases – resulting in a continued decline in real-terms earnings.
- Promotion pathways have narrowed, particularly within the Big Four, as firms contend with reduced client demand and increased operational costs.
- Consultants are spending longer at each grade, with promotion timelines lengthening due to limited upward mobility.
- Some candidates are being a bit more flexible with their expectations, perhaps open to lateral moves - and in occasional cases, even accepting lower compensation - to secure the perfect opportunity.
- There has been a noticeable shift in attitudes towards DEI after the Presidential election, with larger firms such as Accenture cutting all DEI initiatives.
- Demand is shifting toward senior specialists, with firms prioritising experienced practitioners with a niche, over junior hires.
- Redundancy remains a theme across the industry, particularly following the post-Covid over-hiring. In spite of this, attrition remains stubbornly low at around 5%.
- Operating model experience is in high demand, as organisations intensify their focus on efficiency and cost optimisation.
- Companies are becoming more selective in their hiring process, slowing down decisions and exploring the market without a clear commitment - often holding out for the 'perfect' candidate.
- After a period of stagnation, there's been a bit of an uptick in demand for Commercial Due Diligence (CDD) expertise.

Management Consulting

US

Job Title	Average years	Base	Bonus
Analyst	0 - 2	\$70,000 - \$120,000	0 - 15%
Consultant	2 - 4	\$120,000 - \$140,000	0 - 15%
Senior Consultant	4 - 6	\$140,000 - \$160,000	5 - 20%
Manager	6 - 8	\$160,000 - \$210,000	10 - 25%
Senior Manager / Associate Director	8 - 10	\$180,000 - \$260,000	10 - 30%
Director	10 - 12	\$240,000 - \$300,000	15 - 30%
Partner	12+	Bespoke	Bespoke

Please note that we've taken a wide variety of data points from consultancies of all sizes, for more specific information please get in touch.

Strategy Consulting

US

Job Title	Average years	Base	Bonus
Analyst	0 - 2	\$100,000 - \$130,000	0 - 15%
Consultant	1 - 3	\$120,000 - \$150,000	5 - 20%
Senior Consultant	2 - 4	\$140,000 - \$180,000	10 - 25%
Manager	4 - 6	\$180,000 - \$240,000	15 - 30%
Senior Manager/Associate Director	6 - 8	\$240,000 - \$280,000	15 - 40%
Director	8 - 12	\$250,000 +	20 - 50%
Partner	9+	Bespoke	Bespoke

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