

Spring

ADVISOR

Academy

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Spring Academy is our trainee program that gives a chance to 1-2 students each spring and autumn to get to know the world of management consulting. The trainee period generally lasts 4 months.

Through Spring Academy, you get the opportunity to concretely see what consulting is all about with the guidance of an experienced and supportive team.

We want to provide a positive trainee experience that gives you the tools for becoming a versatile professional.



WHO ARE WE LOOKING FOR?



We are looking for motivated and curious-minded students who are genuinely interested in management consulting and dedicated to developing together with us.

In terms of background, we find that studies in economics, engineering, political science, and mathematics or statistics give a good foundation for succeeding in this field.

If you hold a general interest towards consulting, drop in your application, and let's see if Spring is the place for you!

-Joel Heinikoski

OBJECTIVES FOR THE TRAINEE PERIOD

Spring Academy strives to provide a holistic learning experience in a safe and supporting work environment.

We have set general goals for Spring Academy which guide each individual trainee experience.

- 01** Learn the Spring Way and get a toolbox for highly effective working methods
- 02** Get acquainted with different kinds of consulting projects in the fields of strategy, performance, and corporate finance
- 03** Learn to produce detailed, yet to-the-point analysis and to communicate findings effectively
- 04** Gain pleasant and developing experience from management consulting and working life in general
- 05** Get to know Spring Advisor as an employer

THE RECRUITMENT PROCESS

01

Send us your CV (including GPA and number of academic credits) as well as your cover letter via email

02

The first interview round is a relaxed discussion on your professional goals and ambitions and whether Spring is the right place for you as a person. In addition, a small case exercise is included in the first round to simulate what it would be like to work together - it's a good idea to have a few case practices before coming to the interview

03

The second round consists of a bit longer case exercise and a discussion with other Spring team members

04

Congratulations, you are selected to Spring Academy!

We provide personal feedback to each candidate throughout the process



EXAMPLE TASKS



Financial modelling

Create financial models in Excel that are accurate, traceable and clear



Designing and creating materials

Enhance your designer eye and learn how to get your point across through great visual means



Data gathering and analysis

Find the data needed and analyze it to create meaningful insights



Problem solving

Work with your team to crack the challenges our clients face



Project work

Become an integral part of your team and learn how you best contribute to projects



Client work

Become a polished client-facing professional by being a part of client meetings and workshops

HOW WE ENSURE YOUR DEVELOPMENT

01

Mentoring

Your personal Spring mentor is there to assist you in your professional growth in any way possible. Some of our mentors can assist you even in horseback riding or improving your tennis forehand

02

Objectives

Together with your mentor and other Spring people, we set clear objectives for your trainee period, so you know what is expected of you at all times

03

Mid-review

Approximately in the middle of your trainee period, we take time to see what has been going great and in which areas we can help you develop

04

Final review

In the final review, we look back to your trainee period and assess how you have developed by asking for feedback from every Spring team member - we want to give you the best possible analysis on how to move forward in your career, whether at Spring or somewhere else

P.S. Feedback goes both ways!

We encourage you to give us feedback in all review sessions, mentor meetings, and during coffee breaks

PERKS AND OTHER

We believe Spring Academy offers a kickstart to your career. Making sure you receive the best experience is our goal which we achieve by providing the support you need to surpass challenges.

Your trainee experience is amplified by activities together with your Spring mentor and the entire Spring team - having fun is also part of Spring Academy.

- 01 Lunch and mobile benefits
- 02 Trainee dinner after the first two weeks and a thank-you dinner/lunch together with the whole firm at the end of the trainee period
- 03 Company parties and recreational activities
- 04 Possibility to continue with your mentor after the Spring Academy



JOIN OUR TEAM!

The Spring team is a group of different people all wanting to create an environment that sets everyone up for success. We deliver first class quality without compromising our team's wellbeing.

And we are just a really nice bunch to hang out with.

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Find out more and follow us!

