

Interview Guide: Altman Solon

We're really excited that you're interested in joining the Altman Solon team, and we hope you're feeling the same way! We want to make sure you have a great experience and get all the info you need as you start our assessment process. This guide gives you a look at what we assess, how we do it, and how you can prepare to do your best. We hope you find it useful. If you have any questions, just reach out to your recruiter. We're always looking to get better, so we welcome any feedback you have. Good luck!



Overview

Meet Altman Solon

Altman Solon is a strategy consulting group focusing exclusively on the related sectors of telecommunications, media, and technology (TMT). As the world's largest TMT strategy consulting group, we assist clients in fast, high-impact, confident decision-making.

Are you ready to make an impact with us? Prepare for our interviews and join us!

Interview process for Full-Time Employees

HR Interview: 30 minutes

First Round: Three 60-minute interviews, each comprising a 15-minute fit interview, a 40-minute case interview, and a 5-minute Q&A session.

Final Round: Two 60-minute interviews, each consisting of a 15-minute fit interview, a 40-minute case interview, and a 5-minute Q&A session.

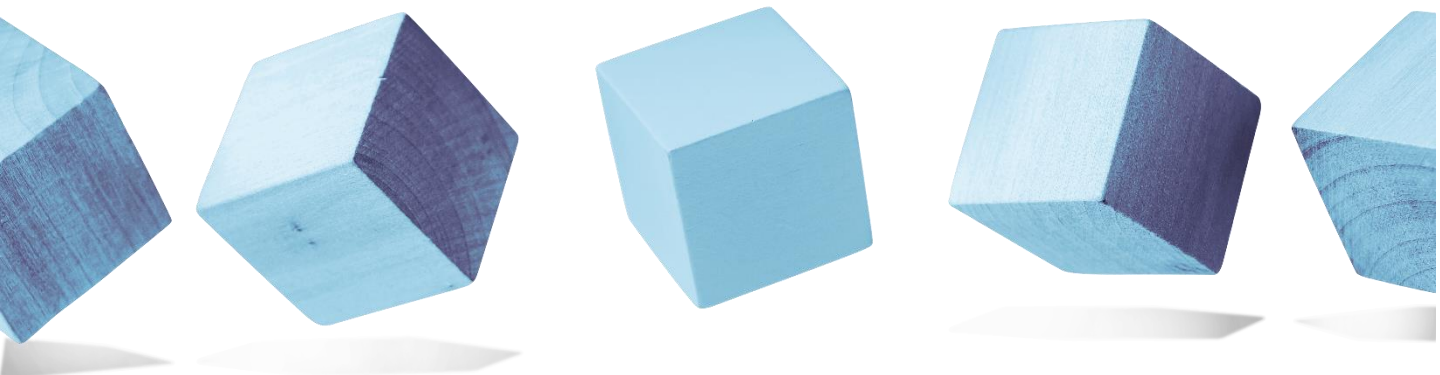
After each round, we hold a discussion to review your progress and decide on the next steps. We also aim to provide feedback after every round.

Interview process for Interns

HR Interview: 30 minutes

Interview: Three 60-minute interviews, each comprising a 15-minute fit interview, a 40-minute case interview, and a 5-minute Q&A session.

After the interviews, we hold a discussion to review your progress and decide on the next steps.





Why Case Interviews?

Case interviews are a crucial part of the consulting recruitment process because they simulate real-world business challenges that you'll face as a consultant. They allow you to demonstrate your problem-solving abilities, analytical skills, and strategic thinking. By working through a case, you'll show how you approach complex problems, structure your thoughts, and communicate your insights effectively—essential skills for a successful consultant.



What do we assess?

During case interviews, we assess several key competencies: your analytical thinking, problem-solving skills, creativity, and ability to structure and communicate complex ideas clearly. We're also looking for strategic insight, your ability to work under pressure, and how well you can synthesize information to make sound recommendations. Additionally, we gauge your interpersonal skills and how you engage with the interviewer, as consulting is a client-focused profession.



What is the format?

Typically, a case interview lasts between 30 to 45 minutes. It begins with the interviewer presenting you with a business problem or scenario. You're expected to ask clarifying questions, gather relevant information, and develop a structured solution. The format is interactive, with the interviewer providing feedback or additional data as needed. You may be asked to perform calculations, interpret data, and make strategic recommendations based on your analysis. Our cases could be both, interviewer and interviewee led.



How do we assess?

We assess you based on your ability to break down the problem logically, apply quantitative and qualitative analysis, and propose practical solutions. The clarity of your communication and your ability to adjust your thinking based on new information are also evaluated. Additionally, we consider your approach to collaboration and openness to feedback during the interview. Overall, we're looking for a balance of analytical power, strategic insight, and interpersonal skills that align with the demands of a consulting role.

How to prepare?



Practice case to prepare for problem solving assessment, we encourage you to visit our [webinar](#) and make research on business models of firms within TMT sector.

During the interview, it's crucial to understand the problem you have to solve. If the question is unclear or has been left intentionally open – always feel free to ask clarifying questions!



Why a fit interview?

The fit interview is a crucial part of the consulting recruitment process because it helps us understand how well you align with our firm's culture and values. It allows you to demonstrate your interpersonal skills, motivation, and how you handle various situations. This interview helps us see if you'll be a good fit within our team and how you might contribute to our work environment and client relationships.



What do we assess?

During fit interviews, we're interested in getting to know you better and understanding how your experiences and values align with our firm. We look at how you describe your past work and the examples you share to get a sense of how you might approach various situations and challenges. We're keen to see how you think on your feet and how you handle different types of discussions, aiming to understand your potential fit within our team.



What is the format?

The Fit Interview is scheduled to take approximately the first 15 mins of your interview. During that time, the interviewer and you will have a conversation about your past achievements.

How to prepare?



Be your authentic self – and be detailed in your examples.

The Fit Interview is designed to get to know you on a personal level. We want to understand what motivates you and how you confront challenging situations.

We suggest you prepare two-three personal examples from past projects or experiences that demonstrate your strengths, ideally in a team set-up. You should be able to speak at length and in detail about your examples, in a conversational style. We want you to share details about the challenges, goals and actions you took to create change and how did you interact with others.



Take some time to reflect.

It is a good idea to take some time to step back and reflect on past experiences that you could discuss in this interview. Come to the interview with some examples of times that you got through challenging situations –and how you were able to overcome these.

These examples can be from a few months or years ago. The key thing is to remember the details of the situations, so take the time to think and analyze these ahead of time.