

FAQ



GOOD TO KNOW ABOUT TWS

WHAT MAKES WORKING FOR TWS SPECIAL?

Our international team includes more than 90 game theory experts, each with their own unique personality, expertise, and strength. We believe game theory is the new solution for our time, able to adapt to the fast-paced business world. Through close collaboration across our four office locations, we master the challenges of our clients together. Make it your game too!

HOW DO WE HELP THE ENVIRONMENT?

As part of our “TWS Green” initiative, we have committed to actively reduce our carbon footprint by paying attention to green energy in our offices and prioritising environmentally friendly travel options. We also aim to offset unavoidable emissions through carbon credits. In addition, we are also EcoVadis certified.

DOES TWS SPONSOR VISA APPLICATIONS?

Yes, once a contract has been signed, we will be very happy to assist you with your application for a visa and any communication with the relevant authorities.

WHAT IS THE ONBOARDING PROCESS LIKE AT TWS?

During your onboarding with us, you will of course get to know your office location and your colleagues. We also have special onboarding modules and a clearly defined training plan for you. To ensure that you get off to the best possible start in our projects, we have implemented a Senpai/Kohai concept, and you will always have a dedicated project manager at your side. Later, you will also be guided by a mentor of your choice.

WHAT IS OUR DRESS CODE?

In our offices, the dress code is rather casual but business attire is required for customer meetings and other events that serve the purpose of presenting TWS in public.

HOW DO YOU ENSURE A FAIR HIRING PROCESS FOR ALL?

At TWS, we believe in fostering a diverse and inclusive workplace where every individual feels respected and valued and has the opportunity to reach their full potential. We value diversity and believe that a multifaceted workforce brings unique perspectives and strengths that contribute to our innovation and growth as a company. We are committed to a fair and unbiased hiring process. As such, we evaluate applicants solely based on their qualifications, skills and experience, and therefore welcome applicants from any background or identity.



APPLICATION PROCESS

HOW DO I KNOW WHICH JOB AT TWS SUITS ME?

The Analyst (f/m/d) position is aimed exclusively at Bachelor graduates who would like to immerse themselves in consulting life for a period of 1 - 2 years (temporary employment) in order to gain practical experience and deepen their knowledge. If you would like to start a master's program afterwards, we will be happy to advise and support you with an academic mentoring program.

Master's graduates or applicants with a PhD are welcome to apply for the position of Consultant (f/m/d).

CONSULTANT (F/M/D) AT TWS — ARE WE A GOOD MATCH?

At TWS you get the chance to put game theory into application for organisations that want to challenge the status quo and transform the way they do business. We are looking for colleagues with an excellent master's degree or Ph.D. in economics, business administration, mathematics, physics, natural sciences, engineering, psychology, social sciences (preferably with a logical-analytical focus). We are an ideal match if you (just like us) are communicative, open-minded and enjoy working in a team.

CAN I APPLY FOR AN INTERNSHIP?

Unfortunately, we generally do not offer internships or working student positions in the consulting scheme. Please feel free to call us in case of further questions.

I DON'T HAVE ANY CONSULTING EXPERIENCE YET — CAN I STILL APPLY?

Our job offers are mainly aimed at university graduates. Therefore, it is not a pre-condition that you already have consulting experience. Initial experience through internships is welcome, but our intensive and individual onboarding is designed to provide you with the best possible support when you start as a consultant at TWS.

I HAVE NOT YET COMPLETED MY STUDIES — CAN I STILL APPLY?

You are welcome to apply to us if you are in the final stages of your respective studies. In order for us to get a good first insight into your subjects, please enclose current interim transcripts with your application, if applicable.

I CAN'T FIND A JOB VACANCY THAT MATCHES MY QUALIFICATIONS. CAN I ALSO SUBMIT AN UNSOLICITED APPLICATION?

Do you already have advanced professional experience in consulting, and you want to enable organisations to adopt a game-changing strategy to play the new business game? Then you are welcome to choose the option of an unsolicited application. We look forward to your application!

HOW DO I APPLY TO TWS?

Please submit your complete documents online via our job portal. Please note that you have the option of answering our motivational questions instead of submitting a cover letter. You can find out more about this on our [job portal](#).

INTERVIEW

WHAT DOES THE APPLICATION PROCESS LOOK LIKE?

For us, a successful application process includes a total of four virtual interviews. The first interview takes place with our HR department and serves to get to know each other. If we find that we're a good fit, we'd love to get to know you even better in another round of two interviews (each lasting around 90 minutes). Here the focus is on solving case studies/brainteasers. If these interviews are also successful, a final round will follow. Please note that you do not need to submit or prepare anything for the interviews in advance.

WHAT IS THE APPLICATION PROCESS LIKE FOR UK APPLICANTS?

For applicants who are completing their master's degree in the UK and would like to apply early for a position in autumn the following year, the process is slightly different. Here, the recruiting takes place from October - February and a first interview can lead to an invitation to our virtual Graduate Interview Days in February.

Of course, you are welcome to apply outside this period. We are usually looking for game changers on a rolling basis.

WHO CAN I CONTACT WITH QUESTIONS ABOUT THE APPLICATION PROCESS?

If you have any questions regarding your application, please feel free to contact HR at +49 89 2000 40 17 or by e-mail at jobs@tws-partners.com.

I NEED TO CANCEL MY INTERVIEW AND WOULD LIKE TO RESCHEDULE — WHAT DO I DO?

In this case, please contact HR at +49 89 2000 40 17 as soon as possible. Ideally, you already have alternative date suggestions, which we will be happy to consider when re-organising.

HOW CAN I PREPARE FOR THE INTERVIEWS?

To prepare for your interviews, we recommend (if you have not already done so) that you familiarise yourself first and foremost with the topic of game theory and its practical application. You are welcome to use our whitepapers and brochures, among others, which can be found on our website. Please note that you do not need to submit any documents or presentations in advance.

MY MS TEAMS LINK IS NOT WORKING. WHO CAN I CONTACT?

In case the link for your interview does not work or you have other technical problems, please contact HR at +49 89 2000 40 17.

OTHER

WHAT HAPPENS TO MY DATA?

Your application and other communication will of course be treated confidentially. Furthermore, we adhere to the statutory period of 6 months for a storage of your data. You are welcome to request deletion of your data in writing at any time, and this will result in the end of the application process. If you have any questions, please contact Jelena Ronnebeck at +49 89 2000 40 17 or by e-mail at jelena.ronnebeck@tws-partners.com.

