FAQ

tws partners

ABOUT TWS

WHAT MAKES WORKING FOR TWS SPECIAL?

Our international team brings together more than 90 colleagues with expertise in game theory and a wide range of individual strengths and perspectives. We work closely across our five European offices to help clients address complex strategic challenges and put game theory into practice. Make it your game too!

WHERE ARE TWS OFFICES LOCATED?

TWS has five offices in Munich, Berlin, London, Utrecht and Zurich. Our teams work closely across locations and on international client projects.

WHAT IS THE DRESS CODE AT TWS?

In our offices, the dress code is relaxed and casual. For client meetings and events where we represent TWS externally, we kindly ask you to dress in business attire.

ROLES & REQUIREMENTS

WHICH POSITION SUITS ME — ANALYST OR CONSULTANT?

The Analyst (all genders) position is designed especially for bachelor's 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 programme afterwards, we will be happy to advise and support you with some academic mentoring. If you hold a master's degree or a PhD, we would love to hear from you for the position of Consultant (all genders).

WHAT PROFILE ARE YOU LOOKING FOR IN A CONSULTANT (ALL GENDERS)?

At TWS, you will have the opportunity to put game theory into practice 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 PhD in economics, business administration, mathematics, physics, natural sciences, engineering, psychology, social sciences or a comparable quantitative or analytical field. We will be a great match if you – just like us – are communicative, open-minded and enjoy working in a team.

APPLYING

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

Absolutely! Our entry-level positions are designed for candidates at the beginning of their professional career, so consulting experience is not a requirement. Initial experience from internships is a plus, but our intensive and individual onboarding will support you when you start as a Consultant at TWS.

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

Yes, you are very welcome to apply if you are in the final stages of your studies. To help us get a good first impression of your subjects, it would be great if you could include your current interim transcripts with your application.

CAN I APPLY FOR AN INTERNSHIP?

We generally do not offer internships or working student positions in consulting. If you are interested in joining TWS after completing your studies, please have a look at our current Analyst and Consultant vacancies in the job portal.

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

If you have advanced professional experience in consulting and cannot find a suitable vacancy, you are welcome to submit an unsolicited application via our job portal. Please include details of the type of role and location you are interested in so that we can assess potential opportunities.

HOW DO I APPLY TO TWS?

Simply submit your complete application online via our job portal. Please include your CV and relevant academic transcripts and certificates. Instead of writing a cover letter, you can also answer our motivational questions in the application form.

WHAT SHOULD I DO IF I EXPERIENCE TECHNICAL ISSUES WITH MY APPLICATION?

If you are unable to submit your application via our job portal or experience a technical issue, please contact our HR team at joinus@tws-partners.com. Please include a brief description of the issue and, if possible, a screenshot so that we can support you.

HOW DO YOU ENSURE A FAIR HIRING PROCESS FOR ALL?

We assess every application against the same role-related criteria, focusing on the qualifications, skills and experience relevant to the position. Throughout the process, we consider each candidate's individual strengths and potential to ensure a consistent and fair assessment.

HOW LONG DOES THE APPLICATION PROCESS TAKE?

Processing times can vary slightly between the individual stages, so it is difficult for us to give you an exact timeline. The entire recruitment process usually takes around three to five weeks. We will keep you informed about the next steps throughout the process.

WHO CAN I CONTACT WITH QUESTIONS ABOUT THE APPLICATION PROCESS?

If you have any questions about your application, our HR team will be happy to help. The best way to reach us is via joinus@tws-partners.

SELECTION PROCESS & INTERVIEW

WHAT DOES THE APPLICATION PROCESS LOOK LIKE?

Our recruitment process starts with a screening interview, which gives us the opportunity to get to know each other and discuss your background and motivation. We will also ask some subject-related questions to gain a first impression of your professional skills. If we both feel there is a good fit, the next stage consists of two skills assessment interviews of around 90 minutes each with experienced colleagues from our project teams. Both focus on case studies. This is followed by a final review interview, which includes another case study and gives both sides the opportunity to complete their impression. Unless we let you know otherwise, you do not need to prepare or submit anything in advance. If we decide to make you an offer, our HR team will get in touch to discuss the contract details and next steps.

HOW CAN I PREPARE FOR THE INTERVIEWS?

To prepare for your interviews, we recommend familiarising yourself with game theory and related economic concepts, including incentives, strategic decision-making, behavioural economics, market design and auction theory. It is particularly helpful to think about how these concepts can be applied in practice. Our whitepapers and brochures on our website are a good place to start. You do not need to submit any documents or presentations in advance.

WHAT CAN I EXPECT FROM THE CASE STUDIES?

Our case studies are designed to give us an insight into how you approach unfamiliar problems, structure your thoughts and communicate your reasoning. We are interested not only in the conclusion you reach, but also in how you get there. You will have the opportunity to ask questions and discuss your approach with your interviewers.

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

No problem – just let our HR team know as early as possible at joinus@tws-partners.com and decline the existing calendar invitation. If possible, please include a few alternative dates in your email, which we will be happy to consider when rescheduling your interview.

STARTING AT TWS

DOES TWS SPONSOR VISA APPLICATIONS?

Where visa sponsorship is available for the role and location, we will discuss the requirements with you during the recruitment process. Once a contract has been signed, we will support you with the relevant application steps and communication with the authorities.

WHAT IS THE ONBOARDING PROCESS LIKE AT TWS?

During your onboarding, you will get to know your office, your colleagues and the way we work at TWS. Dedicated onboarding modules and a structured training plan will prepare you for your first projects. An experienced colleague will be at your side as your onboarding partner, and you can choose a mentor later on to support your longer-term development.

HOW DOES TWS SUPPORT PROFESSIONAL DEVELOPMENT?

Your development begins with a structured onboarding programme and continues throughout your career. We offer internal training in economics, project management, communication, feedback and leadership, alongside regular feedback and mentoring.

DATA PROTECTION

WHAT HAPPENS TO MY DATA?

We treat your application and all communication with us confidentially. We generally retain your application data for up to twelve months after the recruitment process has ended, unless a longer retention period is required or you have consented to us keeping your details for future opportunities. You can request the deletion of your data at any time by contacting our HR team at joinus@tws-partners.com.

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