

2024: CONSULTING MARKET STATISTICS BRIEF

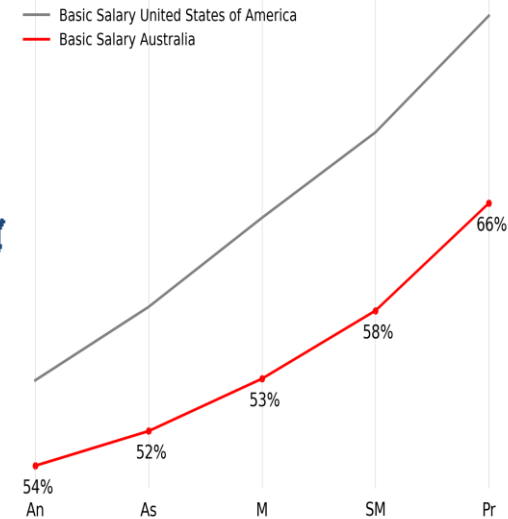
AUSTRALIA



Firms in analysis: 32

Lines of Business (LoBs) in analysis:
up to 40, excluding Pure Strategy
Consulting.

Consulting Salaries in Australia (comparison with USD in %)



Year-on-year market headcount change (2023 to 2024)

+5%

Lines of Business

	1 st	2 nd	3 rd
Top 3 highest paying LoBs (excluding Pure Strategy)	IT Infrastructure Consulting	Actuarial Consulting Services	IT Risk & Cybersecurity Consulting
Top 3 LoBs by headcount	IT Implementation Consulting	Operations-Based Management Consulting	Big Data and Analytics
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Energy, Environment, Sustainability Consulting	Restructuring & Turnaround Management Services	Risk Advisory Services

Consultant Career

Starting salary with BA in 2024*	25 th percentile	AUD 66k	75 th percentile	AUD 76k
Starting salary with MA in 2024*	25 th percentile	AUD 70k	75 th percentile	AUD 80k
Average time from Analyst to Partner	28.5 years			

Market Pay Level

Median Analyst salary vs. USA*	54%
Median Associate salary vs. USA*	52%
Median Manager salary vs. USA*	53%
Median Senior Mgr salary vs. USA*	58%
Median Principal salary vs. USA*	66%

Avg. Median Bonus across all LoBs and levels
(achieved bonus as percentage of fixed salary)

10%

*Note: Salary data, including starting salaries, range widely across lines of business; these figures should not be taken as indicative in relation to a specific benchmarking report. Current 2025 figures, differentiated by LoB are available from Vencon Research.

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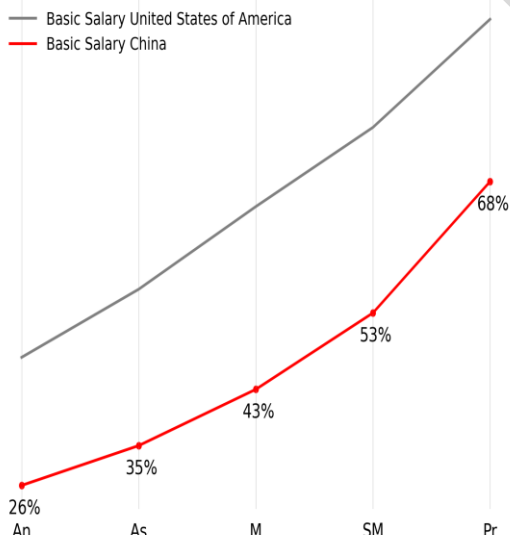
CHINA



Firms in analysis: 31

Lines of Business (LoBs) in analysis:
up to 40, excluding Pure Strategy
Consulting.

Consulting Salaries in China (comparison with USD in %)



CHINA

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Year-on-year market headcount change (2023 to 2024)

+6%

Lines of Business

1st

2nd

3rd

Top 3 highest paying LoBs (excluding Pure Strategy)	Strategy-Oriented Management Consulting	Commercial Due Diligence	Forensics & Fraud Research Investigation
Top 3 LoBs by headcount	IT Implementation Consulting	Operations-Based Management Consulting	Strategy-Oriented Management Consulting
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Energy, Environment, Sustainability Consulting	IT Risk & Cybersecurity Consulting	Operations-Based Management Consulting

Consultant Career

Starting salary with BA in 2024*	25 th percentile	CNY 141k	75 th percentile	CNY 174k
Starting salary with MA in 2024*	25 th percentile	CNY 155k	75 th percentile	CNY 204k
Average time from Analyst to Partner	25 years			

Market Pay Level

Median Analyst salary vs. USA*	26%
Median Associate salary vs. USA*	35%
Median Manager salary vs. USA*	43%
Median Senior Mgr salary vs. USA*	53%
Median Principal salary vs. USA*	68%

Avg. Median Bonus across all LoBs and levels
(achieved bonus as percentage of fixed salary)

15%

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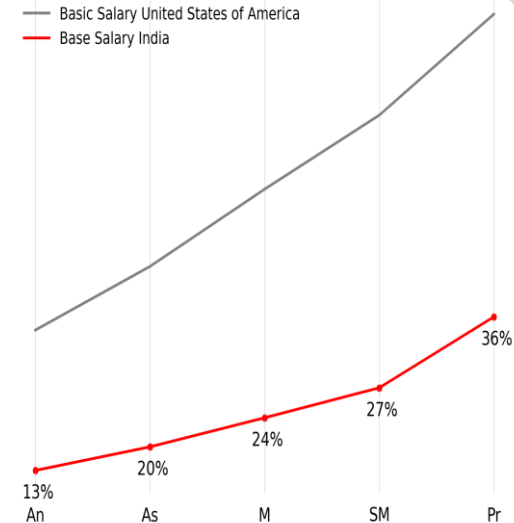
INDIA



Firms in analysis: 27

Lines of Business (LoBs) in analysis:
up to 40, excluding Pure Strategy
Consulting.

Consulting Salaries in India (comparison with USD in %)



INDIA

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Year-on-year market headcount change (2023 to 2024)	+6%
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Lines of Business	1 st	2 nd	3 rd
Top 3 highest paying LoBs (excluding Pure Strategy)	Strategy-Oriented Management Consulting	IT Infrastructure Consulting	IT Risk & Cybersecurity Consulting
Top 3 LoBs by headcount	IT Implementation Consulting	Operations-Based Management Consulting	Big Data and Analytics
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Risk Advisory Services	Big Data and Analytics	IT Risk & Cybersecurity Consulting

Consultant Career				
Starting salary with BA in 2024*	25 th percentile	INR 621k	75 th percentile	INR 1.02m
Starting salary with MA in 2024*	25 th percentile	INR 798k	75 th percentile	INR 1.26m
Average time from Analyst to Partner	25.5 years			

Market Pay Level	
Median Analyst salary vs. USA*	13%
Median Associate salary vs. USA*	20%
Median Manager salary vs. USA*	24%
Median Senior Mgr salary vs. USA*	27%
Median Principal salary vs. USA*	36%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	12%
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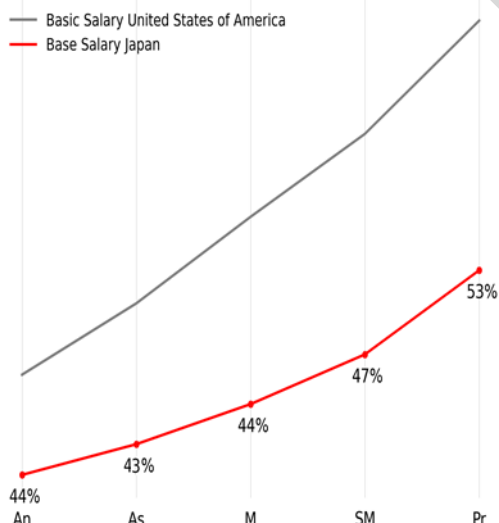
JAPAN



Firms in analysis: 29

Lines of Business (LoBs) in analysis:
up to 40, excluding Pure Strategy
Consulting.

Consulting Salaries in Japan (comparison with USD in %)



JAPAN

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Year-on-year market headcount change (2023 to 2024)	+2%
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Lines of Business	1 st	2 nd	3 rd
Top 3 highest paying LoBs (excluding Pure Strategy)	Strategy-Oriented Management Consulting	Digital Strategy and Transformation Consulting	Forensics & Fraud Research Investigation
Top 3 LoBs by headcount	Operations-Based Management Consulting	IT Implementation Consulting	Strategy-Oriented Management Consulting
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Digital Strategy and Transformation Consulting	Big Data and Analytics	Operations-Based Management Consulting

Consultant Career				
Starting salary with BA in 2024*	25 th percentile	JPY 5.39m	75 th percentile	JPY 6.21m
Starting salary with MA in 2024*	25 th percentile	JPY 6.00m	75 th percentile	JPY 6.83m
Average time from Analyst to Partner	27.5 years			

Market Pay Level	
Median Analyst salary vs. USA*	44%
Median Associate salary vs. USA*	43%
Median Manager salary vs. USA*	44%
Median Senior Mgr salary vs. USA*	47%
Median Principal salary vs. USA*	53%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	18%
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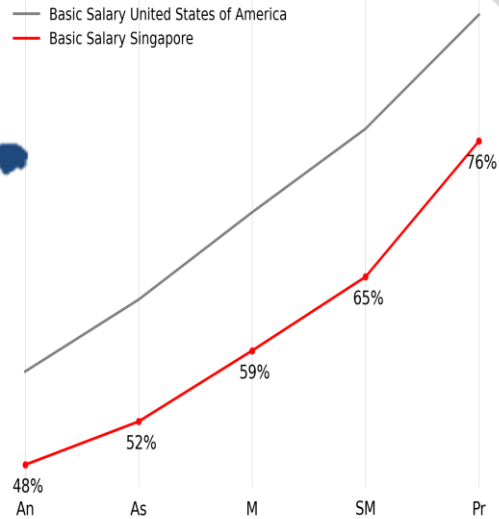
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2024: CONSULTING MARKET STATISTICS BRIEF

SINGAPORE



Consulting Salaries in Singapore (comparison with USD in %)



Firms in analysis: 31

Lines of Business (LoBs) in analysis:
up to 40, excluding Pure Strategy
Consulting.

Year-on-year market headcount change (2023 to 2024)	+7%
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Lines of Business	1 st	2 nd	3 rd
Top 3 highest paying LoBs (excluding Pure Strategy)	Strategy-Oriented Management Consulting	IT Infrastructure Consulting	IT Strategy Consulting
Top 3 LoBs by headcount	IT Implementation Consulting	Operations-Based Management Consulting	Strategy-Oriented Management Consulting
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	IT Enterprise Software Implementation	IT Risk & Cybersecurity Consulting	Energy, Environment, Sustainability Consulting

Consultant Career	25 th percentile	SGY 51k	75 th percentile	SGY 62k
Starting salary with BA in 2024*	25 th percentile	SGY 51k	75 th percentile	SGY 62k
Starting salary with MA in 2024*	25 th percentile	SGY 55k	75 th percentile	SGY 66K
Average time from Analyst to Partner	26.5 years			

Market Pay Level	
Median Analyst salary vs. USA*	48%
Median Associate salary vs. USA*	52%
Median Manager salary vs. USA*	59%
Median Senior Mgr salary vs. USA*	65%
Median Principal salary vs. USA*	76%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	13%
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2024: CONSULTING MARKET STATISTICS BRIEF SOUTH KOREA



Firms in analysis: 21

Lines of Business (LoBs) in analysis:
up to 40, excluding Pure Strategy
Consulting.

Consulting Salaries in South Korea (comparison with USD in %)



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Year-on-year market headcount change (2023 to 2024)	+2%
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Lines of Business	1 st	2 nd	3 rd
Top 3 highest paying LoBs (excluding Pure Strategy)	Strategy-Oriented Management Consulting	Operations-Based Management Consulting	IT Implementation Consulting
Top 3 LoBs by headcount	Operations-Based Management Consulting	IT Implementation Consulting	Strategy-Oriented Management Consulting
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	IT Enterprise Software Implementation	Operations-Based Management Consulting	Human Resources Consulting

Consultant Career	25 th percentile	KRW 50m	75 th percentile	KRW 54m
Starting salary with BA in 2024*	25 th percentile	KRW 52m	75 th percentile	KRW 56m
Average time from Analyst to Partner	25.5 years			

Market Pay Level	
Median Analyst salary vs. USA*	43%
Median Associate salary vs. USA*	41%
Median Manager salary vs. USA*	39%
Median Senior Mgr salary vs. USA*	43%
Median Principal salary vs. USA*	49%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	11%
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