An introduction
For trusted advisers

ECS

An international private advisory for the world's most selective careers.

For a more ambitious future.

Featured in FT FINANCIAL TIMES INDEPENDENT

45 Albemarle Street, Mayfair, London W1S 4JL

London · New York · Hong Kong · Singapore · Dubai

An international private advisory for the world's most selective careers.

From London, Elite Careers Strategy advises internationally minded families pursuing careers in the world's leading financial and professional centres: investment banking and global markets, private equity and private capital, corporate law and management consulting. ECS provides specialist recruitment judgement, individual strategy and structured execution.

We establish where a candidate stands, and why. We tell the family honestly what is realistic.

We build a clear, personalised route towards their goals. And we work closely with the candidate to execute it.

Why it matters. The step after university is the least advised part of an education. Families invest heavily in school and university; entry into these careers then runs on a separate set of tests, often starting in the first year of a degree. What separates an offer from a rejection is how a candidate's record, reasoning and motivation read to a selector at each stage.

Who we advise. Families and candidates based in London, New York, Hong Kong, Singapore and Dubai, among them families with backgrounds in senior business leadership, finance, law and family offices.

Where our clients have studied. ECS clients have come from Oxford, Cambridge, LSE, UCL, King's College London, Warwick, Bocconi, London Business School, Harvard Business School, Exeter, Glasgow, Queen Mary and Westminster.

Judgement

Specialist recruitment judgement, applied to one candidate at a time.

Structure

A written plan, scheduled sessions, reviewed work and a clear record of progress.

Discretion

Nothing about a family is shared with anyone, including the adviser who introduced them, without the family's consent.

The founder.



Hassan Akram, Founder and Principal Advisor. Before founding Elite Careers Strategy, Hassan worked in recruitment and executive search. Across his recruitment career and subsequent advisory work through Elite Careers Strategy, he has reviewed more than 10,000 applications and candidate materials.

He leads every Private Diagnostic and every advisory session, supported by the ECS client team between sessions. He founded Who Gets In?, a research initiative on how selective institutions choose talent.

Featured in FT FINANCIAL TIMES INDEPENDENT

Has spoken to audiences associated with Harvard Business School, Yale School of Management and MIT Sloan.



"The strongest career strategist I have encountered – anywhere in the world."

Kristin Irish

Former Head of IB Campus Recruiting, UBS Investment Bank, New York
Former Early Career Program Manager, Jane Street
Former Deputy Director of Career Development, Yale School of Management

Personal endorsement. UBS, Jane Street and Yale do not endorse ECS.

The record.

100+ documented outcomes and selection progressions

106 documented outcomes and selection progressions across 53 candidate journeys, with results across London, New York, Hong Kong and Singapore. The 106 include offers, assessment progressions and interviews; each is labelled by its true stage wherever it is shown.

Selected offers: corporate law

Freshfields
Training contract

White & Case
Two training contracts

Sidley Austin
Training contract

Gibson Dunn
Training contract

Ropes & Gray
Training contract

Baker McKenzie
Training contract

Slaughter and May
Vacation scheme

Cleary Gottlieb
Vacation scheme

Selected offers: finance

HSBC
Summer IB internship

Morgan Stanley
Off-cycle internship

BNP Paribas
Global Markets internship

Blackstone
Spring Insight

Documented outcomes and progressions involving Goldman Sachs, Morgan Stanley, JPMorgan, Blackstone and leading international law firms.

"Took care of the whole process, from start to finish. Thoroughly professional and excellent service. Our child secured an offer at a globally elite corporate law firm. Excellent."

Parent of an ECS client

"The best decision we made for our son."

The client's mother, on the record

Every card above is an offer, recorded in ECS's evidence register for an anonymised client. Firms are named for context only.

Candidate journeys.

Investment banking. A multi-year engagement



Karam Kahlon, University of Exeter

Starting point. A candidate from a non-target university with earlier rejections, aiming at investment banking with a longer-term private equity route.

What ECS did. A multi-year advisory relationship covering profile development, application strategy, assessment-centre and technical interview preparation, commercial fluency and networking, then planning for team placement after the offer.

Documented outcomes. HSBC Summer Investment Banking Internship and Blackstone Spring Insight; earlier, Morgan Stanley Step In Step Up, HSBC Spring Week and 3i Private Equity. Named with consent.

Corporate law. One application cycle

An international law candidate

Starting point. Several prior cycles of rejection from leading City and US firms.

What ECS did. Application strategy, rebuilt written applications and motivation answers, video-interview, assessment-centre and partner-interview preparation, then advice on competing processes and contract timing after the offer.

Documented outcomes, one cycle. A White & Case training contract in London; vacation scheme offers from Baker McKenzie and Macfarlanes; a partner-stage interview at Willkie Farr.

"Probably the best investment we've ever made."

The candidate's family. Identifying details withheld at the client's request.

When to introduce ECS.

Introduce a family when

1. **A strong record is not converting.** Good grades and a good university, but applications, tests or interviews are not producing offers.
2. **A costly next step has no diagnosis.** A further degree, a gap year or a change of degree is being weighed to fix a problem nobody has identified.
3. **A deadline or a move is close.** An assessment centre or interview within weeks, or a family planning entry to careers in London, New York, Hong Kong or Singapore.
4. **The family wants structure.** An accountable, scoped engagement rather than ad hoc help, from sixth form to the first years of a career.

ECS is not the right introduction for a family seeking a guarantee or a one-off CV edit, or where a candidate under 18 has no parent or guardian taking part.

Where documented ECS outcomes sit

Corporate law

White & Case · Freshfields · Clifford Chance · Slaughter and May · Cleary Gottlieb · Kirkland & Ellis · Sidley Austin · Skadden · Latham & Watkins · Gibson Dunn · Weil Gotshal · Akin Gump · Ropes & Gray · Proskauer Rose · A&O Shearman · Ashurst · Jones Day · Baker McKenzie · Herbert Smith Freehills Kramer · Norton Rose Fulbright · Travers Smith · Macfarlanes · Covington & Burling · Perkins Coie · Reed Smith · DLA Piper · Watson Farley & Williams · Osborne Clarke · BCLP · Bristows · Trowers & Hamlins · Shoosmiths · Burges Salmon · TLT

Investment banking and markets

Goldman Sachs · Morgan Stanley · UBS · HSBC · BNP Paribas · Rothschild · Citi · Barclays · Deutsche Bank · Guggenheim · Jefferies

Private equity, hedge funds and alternatives

Blackstone · KKR · Citadel · Point72 · Schroders · 3i · Hg · OMERS · Federated Hermes · Campbell Lutyens

Consulting

McKinsey · BCG · Bain

How ECS works.

Nothing is committed in advance of the evidence. Each step produces something written, and each ends with a decision the family makes.

1 Private Diagnostic

Led by Hassan Akram and attended by whoever funds the engagement. It establishes where the candidacy stands, the target, and what is most likely limiting progress. There is no fee for the Diagnostic and no obligation beyond it.

2 Engagement Proposal

Where an engagement is recommended, a written proposal sets out what is worked on first, what waits and how progress will be judged. Where ECS is not the right fit, we say so.

3 Scoping Call

The family and ECS agree the scope together. Engagements are scoped individually and confirmed in writing in the Engagement Letter.

4 The engagement

One-to-one advisory sessions with Hassan. Advisory frequency, written reviews and support between sessions are defined in each family's individual engagement, and sessions are weighted towards live application and assessment deadlines.

5 Review

Each phase ends with a written review of what changed and what remains. Continuing is a decision, not an assumption.

The client experience.

What the candidate receives. A written plan; written notes and homework after each session; written feedback on submitted work; preparation for each selection stage; and the ECS private client portal, with its practice material, assessment simulators and the candidate's session notes and assignments.

What the family sees. A written review at the end of each phase of the engagement: what changed, what remains and what comes next. With the candidate's agreement, the family can follow the objective, phase and milestones. Session content and feedback stay between the candidate and ECS.

Who the family deals with. Hassan in every advisory session; no junior adviser delivers advice. Catrina Mira, Client Success, handles scheduling, documents and follow-up between sessions, so nothing depends on one inbox. If a session has to move, the client team arranges the new time with the family directly.

If a candidate is struggling. Hassan changes the plan, not the standard: the written review says what is not working, and the next phase is rescoped with the family.

Candidates under 18. A parent or guardian takes part in the Diagnostic, is told session times and may attend any session. Sessions are held only on scheduled video calls.







Hassan speaking at the Festival of Education, Wellington College, and to audiences associated with Harvard Business School and MIT Sloan. No institution endorses ECS.

Working with trusted advisers.

Introductions are discreet. The family decides whether to be introduced, and stays in control throughout.

1 **You mention ECS**

and ask the family whether they would like an introduction.

2 **The family requests a Private Diagnostic**

through the private introduction link, or you introduce them by email.

3 **ECS acknowledges the introduction**

within one working day.

4 **ECS assesses fit**

Where ECS cannot add enough value, we say so, and tell you, so you can guide the family elsewhere.

5 **Suitable families proceed**

to a Private Diagnostic, then an individually scoped engagement where appropriate.

> Your relationship with the family remains yours. ECS shares nothing about the family's engagement with you without the family's consent. There are no referral fees and no reciprocal obligations: an introduction is right only when it genuinely suits the family. Fees are discussed with the family alone. ECS does not give financial advice.

Introduce a family.

With the family's permission, they can request a Private Diagnostic through the private introduction link, or you can introduce them to the client team by email.

Start a confidential introduction

Introductions by email: clients@accessecs.com

For advisers: accessecs.com/for-advisers

We deliberately limit the number of families we work with each year.

ECS

Elite Careers Strategy is registered in England and Wales, company number 15883448. ECS is independent and not affiliated with any employer, university, publication or institution named. Outcomes are recorded in ECS's evidence register, shown with permission and redacted where needed. Hiring decisions sit with employers.