



Experts in health

The CF Analyst programme

Click through to explore our guide to working as an Analyst at CF





Why join CF?

- CF is a leading consultancy dedicated to making an enduring impact on health and healthcare. We work with leaders and frontline teams to improve health, transform healthcare, embed life science innovation and boost growth through investment.
- As an inclusive and values-driven organisation, we are committed to excellence and are honoured to have received multiple industry awards. With unmatched access to UK healthcare data and specialist data science expertise, our consultants are a driving force for delivering positive and meaningful change.
- This is your opportunity to join one of the leading healthcare strategy teams in the market - united by a passion for health and healthcare.

Make an impact in your career

When you join CF, you'll be working closely with our industry-leading partners and consultants, putting you in a great position to accelerate your development and deliver impact for clients across the health sector.

What skills will you develop in management consulting?



Problem solving key client challenges



Strong data literacy



Effective project management and delivery

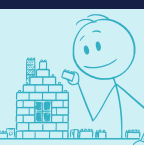


Building strong relationships



Excellent communication skills

Through...



Demonstrating continuous learning ethic



Working in high performing teams



Becoming a specialist in your field

What kinds of work do we do?



Health systems



- Our expert health systems consultancy provides industry-leading, transformative advice to ICSs and healthcare providers across the UK.
- We combine our granular understanding of the NHS with innovative data use and expert analysis, to drive actionable insights that make a lasting difference to patient outcomes.

Life sciences



- We improve patient access and uptake of innovations with our industry-leading expertise
- We facilitate productive collaborations between life sciences, government and health systems partners, payors and providers

Healthcare investing



- We unlock healthcare value with our specialist advice for corporates and private equity investors.
- We understand the complexity of healthcare systems and health regulation, and can guide and support investment decisions to build resilient, sustainable growth.

Who we're looking to hire

We're looking to hire a group of Analysts who are excited to begin a career in management consulting in 2026.

In addition to hiring candidates who are passionate about driving meaningful impact in health and healthcare, we are looking for individuals who bring:



Passion for improving health and healthcare



A minimum 2:1 degree in a relevant subject area



Enthusiasm for working with clients and colleagues in their environment



Experience or interest in areas such as AI, data analytics, or digital health technologies



A proactive attitude and curiosity to tackle complex challenges, think critically, and deliver practical solutions



Strong verbal and written communication skills, with the ability to work flexibly in fast-paced settings

The role



As an Analyst at CF, you'll play a key role in projects that make a real difference. You'll work projects to solve real-world healthcare challenges.



You'll structure tasks, analyse data, and synthesise information to draw accurate, logical, and actionable conclusions. Attention to detail and the ability to work to deadlines are essential for delivering high-quality outputs.



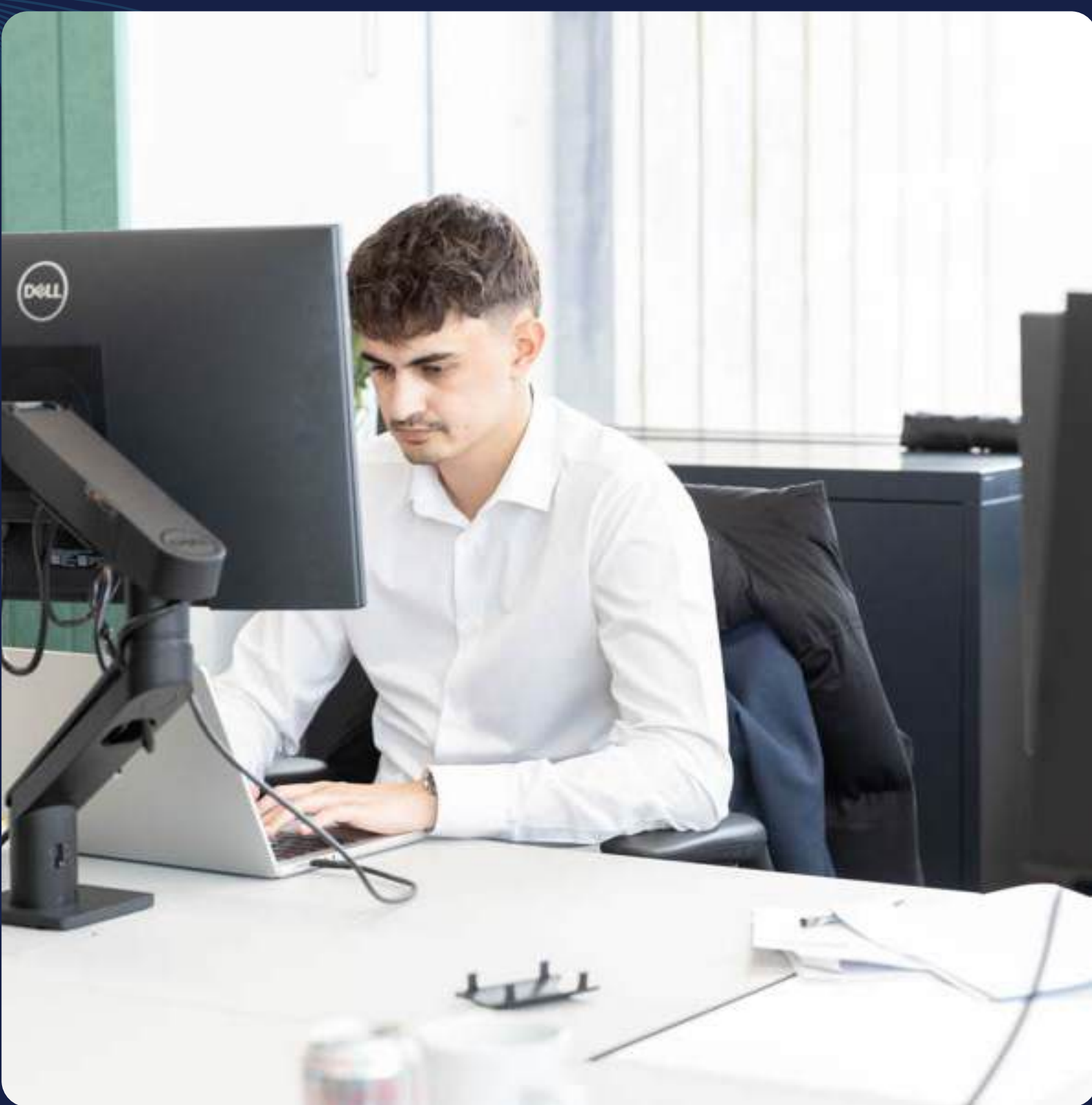
You'll work closely with colleagues at all levels, from Analysts to Partners, and with client teams. Building strong relationships, sharing ideas, and communicating clearly.



From day one, you'll join CF's accredited training programme. You'll receive structured learning, hands-on experience, and guidance from your Manager and team.



You'll use tools like Excel, PowerPoint, and Word, and develop skills in Python and SQL. After a year, you'll have the opportunity to specialise in either technical consulting or management consulting.



DAY IN THE LIFE OF A YOUNG CONSULTANT

Scan the QR code to read how Katie, who joined through our Analyst Programme in 2024, spends a typical day at CF.



Our mission



Our mission is to be invaluable to our clients, supporting them to innovate, make lasting improvements and build an exceptional company that attracts, develops, and retains a trusted and uniquely talented team.

Our values

Along with our shared mission, these four values unify our teams and shape our vision - outlining what we believe and how we behave:



1. Be connected



2. Uphold standards



3. Inspire change



4. Create the future

The programme



Your first six weeks at CF will be spent in a comprehensive training programme alongside on the job shadowing working directly with an Analyst



After six weeks, you'll step into an Analyst role on a project with responsibility for delivering pieces of work with support from your Manager



You will build core consulting skills through work involving analytics, problem solving, project management, stakeholder management and training delivery



At the end of your first year with CF, you'll decide whether you'd like to pursue a technical consulting or management consulting career path.



In year three of the programme, you'll have the opportunity to complete a secondment if you don't already have health industry experience.



FIND OUT MORE ABOUT THE PROGRAMME VIA LINKEDIN

Scan the QR code to see updates from our current Analysts about their experience at CF



Our staff benefits

We've established a benefits programme which supports the physical, mental and financial wellbeing of our team, whilst ensuring we protect our beautiful planet and reduce our carbon emissions. We offer:

Competitive compensation

An allowance of 44 remote working days per year

Access to a pension scheme with 7% employer contribution

25 days holiday per year plus bank holidays

A comprehensive training programme

A designated 'Development Sponsor'

- Cycle to work scheme
- Staff counselling
- Sports clubs
- Staff socials
- Gym access/Class Pass
- And many more...

Key dates

16 November at 5pm

Application deadline

17 November

Deadline for submission of the assessments

17 - 23 November

Telephone interviews

9 December & 11 December

In person assessment centres

12 December

Job offers are made

Application process



1. Apply for the role completing an application form and writing a covering letter

2. Completion of online assessments that evaluate your numerical, verbal reasoning and Excel skills

3. Telephone interviews to explore your experience, interest and motivations

4. In person assessment centres which include written assessments, a group activity, case study exercises and competence based interviews

5. Offers are made to successful applicants



FAQ

Do I need a university degree to apply?

Yes, we ask that all applicants are educated to degree level, with a 2:1 graduate degree in a related subject.

Can CF provide UK visa sponsorship?

Unfortunately, we're not able to consider candidates who require visa sponsorship now or in the future. This includes individuals on visas that are temporary or time-limited (e.g. student visas), even if you currently have the right to work in the UK.

What if I can't attend either of the assessment days?

Unfortunately, if you're unable to attend the scheduled assessment centres, we won't be able to progress your application.

Can I work from home?

Consultants working on client projects are expected to align with client location requirements. Typically, this involves spending 60% of their time at client sites, 20% at the CF office, and 20% working remotely.

CF supports flexible working, with core office hours from 10am to 4pm to accommodate different working patterns. Additionally, we offer 44 remote working days per year which can be used to top up your working from home days and enable you to work from home up to two days per week-subject to client needs. Alternatively, you could use your allowance in blocks to manage school holidays or other commitments.

What can I expect from my first project?

A mixture of developing materials for problem solving sessions, assisting in the facilitation of workshops, supporting senior colleagues at client meetings and ensuring high quality outputs from your own work. Analytical projects will also involve forming, handling of and reporting on data requests, analytical work and production of deliverables.

When does the programme start?

We have two Analyst start dates: 01 June 2026 and 05 October 2026.

If you're unable to start on either of those dates, unfortunately, you won't be able to join the 2026 intake.

Please note that the first two weeks of induction are in-person and 100% attendance is mandatory for the programme.

Are all CF projects based in London?

No. While our head office is in London, much of our work will take us to other cities around the UK, and further afield. We love working with our clients in their locations, whether that is in London, Liverpool or Lisbon.

Is CF's training programme accredited?

Yes – we have achieved Chartered Management Consulting (ChMC) accreditation for our learning and development programme, the highest recognition in the field. You'll be embarking on a successful training programme, leading to associate chartered management consulting experience after 3 years and full accreditation after 5 years.



FIND OUT MORE

Contact us:
The People Team

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Our website:
<https://www.carnallfarrar.com>

