

Grant Thornton Stax

2026 TOP 50 CONSULTING FIRM



#8 BOUTIQUE CONSULTING
#18 TOP 50 CONSULTING

QUALITY OF LIFE

- #1 International Opportunities
- #1 Level of Challenge
- #6 Health & Wellness
- #11 Internal Mobility
- #11 Promotion Policies
- #12 Benefits

- #12 Informal Training & Mentoring
- #13 Compensation
- #13 Hours in the Office
- #15 Innovation
- #17 Satisfaction
- #18 Formal Training
- #19 Interaction with Clients

- #19 Overall Business Outlook (*tie*)
- #19 Work/Life Balance
- #22 Firm Culture
- #24 Firm Leadership
- #24 Relationships with Supervisors
- #25 Selectivity

FIRM INFO

CONTACT INFO

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Boston, MA 02116
www.stax.com

LOCATIONS

Boston, MA • Chicago, IL • New York, NY • I Colombo • London

PRACTICE AREAS

Management Consulting • Business Consulting • Data Analytics • Consumer Products and Retail • Industrials • Healthcare • Software and Technology

THE STATS

Employer Type: Private
CEO: Jayson Traxler
2026 Employees: 300

ABOUT THE FIRM

Grant Thornton Stax is a global strategy consulting firm specializing in commercial due diligence, value creation, and exit planning for private equity firms, PE-backed companies, hedge funds, and investment banks across a broad range of industries. The firm partners with clients to provide data-driven, actionable insights designed to drive growth, enhance profits, increase value, and make better investment decisions.

Grant Thornton Stax partners with clients exclusively within the private equity investment ecosystem, specializing in key sectors: software/technology, industrials, business services, healthcare, consumer, education, and the events ecosystem. The firm celebrated its 30th anniversary in 2024 and is headquartered in Boston, with offices in Chicago, New York, London, and Colombo, Sri Lanka.

VAULT'S VERDICT

Rebranded in 2025 after its acquisition from tax and advisory firm Grant Thornton, Grant Thornton Stax should be a serious option for any consultants who want to work adjacent to private equity. While serving the private equity market means that its work moves fast and can require demanding efforts from consultants, the firm goes out of its way to make itself an employer of choice.

One tenet of Grant Thornton Stax's culture is the firm's commitment to career development. The firm offers structured training, onboarding, and skills development programs with on-the-job learning and mentoring to equip new staff to take on client-facing work early in their careers. The firm's promotion paths are clear and transparent, with set criteria, and reward merit and accomplishments over tenure.

Insiders also appreciate the firm's culture of respect and autonomy. Its consultants are able to set work-life boundaries outside of peak project periods. They also enjoy a low-travel model and the ability to work hybrid, with a leadership-first commitment to helping people of all backgrounds feel comfortable in its workforce. Exciting benefits, including a wellness stipend, confidential counselling services, and team-led wellness challenges, also contribute to a positive work environment.

The firm's business outlook is only pointing up, as insiders say Grant Thornton Stax's 2025 acquisition provides new resources for growth and scale. If you're looking to apply, just make sure you're ready to demonstrate your readiness through case exercises that closely mirror client work.



OUR SURVEY SAYS

Firm Culture

- “Stax has a very strong mentoring culture, which becomes stronger as folks progress into team leadership roles. Great promotion culture where we focus more on capacity to fulfil the next role vs. business need.”
- “The CEO is very open about his own struggles with work-life effectiveness and focus on mental health. He has attempted to create an inclusive environment where people bring their true selves to work, which is very different than the environment prior to private equity ownership and his leadership.”
- “Stax offers a supportive and collaborative work environment where quality of life is taken seriously, especially given the demands of consulting. The firm fosters a culture that prioritizes flexibility and trust, team members are encouraged to manage their schedules responsibly, and taking time off is generally straightforward with proper communication.”
- “A results-oriented culture allows team members to manage their time in a way that works best for them, as long as client needs and project deadlines are met.”

Quality of Life

- “Overall, the quality of life at the firm is very strong. The culture is respectful of personal time, and while client demands can create busy periods, the hours are generally sustainable and predictable. Travel requirements are reasonable, with flexibility to balance in-person and remote work. Taking time off is straightforward and encouraged; leadership sets a positive tone in supporting people to fully disconnect when they're away.”
- “They highlight the low-to-no travel model, which really helps alleviate burnout from the intense deal-related projects we work on.”
- “Overall, the quality of life at Stax is very strong, especially for a consulting firm. While the work is challenging and fast-paced, the company makes a genuine effort to support balance and flexibility. Hours are generally manageable, and although there are busy periods, particularly around project deadlines, they are balanced by lighter stretches that allow time to recharge.”
- “The hybrid work model adds flexibility, and teams are respectful of boundaries outside of peak project periods.”

Career Development

- “One of the real strengths of our firm is the breadth of career development opportunities available. The promotion process is transparent, with clear criteria and regular feedback, which helps people feel confident about their progression path. I've also found both the formal training programs and the informal, on-the-job learning to be highly valuable, mentoring in particular has been a standout for me, with senior colleagues genuinely invested in developing talent.”
- “One of the strongest aspects of our career development model is the clarity and fairness of the promotion process. Expectations are well-defined, performance is evaluated consistently, and we make a point of recognizing merit over tenure, which creates a culture of accountability and opportunity.”

- “One of the biggest strengths of career development at Stax is the early exposure to high-impact work and the ability to take on meaningful responsibility quickly. Even at the consultant level, I've had direct interaction with clients, opportunities to present findings, and the chance to lead key workstreams. This hands-on experience accelerates learning and builds a strong foundation in core consulting skills.”
- “Training and mentorship are core strengths. We combine structured learning, including onboarding, skills-based training, and leadership development programs, with extensive on-the-job learning and informal coaching. Because project teams are lean and collaborative, junior and mid-level team members work closely with senior leadership, gaining direct exposure to strategic thinking and client engagement approaches.”

Compensation

- “One of the greatest strengths of Stax's compensation philosophy is that it is performance-driven, transparent, and closely aligned with impact. Salary progression is clearly structured and tied to both individual performance and firm contributions, creating a strong merit-based culture. High performers are recognized and rewarded quickly, and career advancement often comes with accelerated compensation growth compared to larger, more hierarchical consulting firms.”
- “Recent AON comp study shared firmwide showcased transparency and pay is in the 75th percentile of industry.”
- “Benefits are strong, with comprehensive health coverage, a solid 401k match, and wellness reimbursements that show the firm values employees beyond just salary. The firm has also made visible efforts toward pay equity and transparency, which helps build trust.”
- “We have access to confidential counseling services, a wellness stipend that can be used for fitness or mindfulness programs, and periodic workshops on topics such as stress management and nutrition. There are also team-led wellness initiatives like step challenges and group fitness classes that make participation fun and engaging.”

Business Outlook

- “The recent integration with Grant Thornton has created meaningful opportunities for growth, scale, and cross-collaboration, positioning the firm to compete more effectively against larger consultancies.”
- “The firm has built a reputation for delivering actionable, data-driven insights that directly influence high-stakes investment decisions. That credibility, combined with long-standing client relationships, has positioned Stax as a trusted advisor to many of the world's leading private equity firms.”
- “The CEO has built something that has withstood the volatile M&A market. Stax has hired while others are shrinking. CEO is open about firm performance, which motivates the team.”
- “We're seeing the deal market pick up which means hopefully 2026 will be a stellar year.”

Hiring Process

- “Candidates who advance then participate in one or more rounds of case interviews, which closely mirror the type of commercial diligence and growth strategy challenges we tackle every day. These cases test structured thinking, analytical ability, problem-solving skills, and business judgment.”
- “Hungry folks who shape opportunities. Yes, you need to crack the case interview or demonstrate excellence in your career if you are coming to us later in life. But what we really need are people who are hungry to substantially grow a firm.”
- “The ideal candidate for Stax combines strong analytical and strategic thinking skills with curiosity, intellectual agility, and a collaborative mindset. We look for individuals who are comfortable working with ambiguity, who can break down complex business problems, and who communicate insights clearly and confidently. Equally important are qualities like initiative, resilience, and a genuine interest in private equity, strategy, and value creation work.”
- “They have reduced the number of hurdles, which provides a more streamlined, quick process.”

Interview Questions

- “Our interview process is designed to mirror the type of work we do for clients, assessing a candidate’s ability to think critically, structure complex problems, communicate clearly, and develop actionable insights. We use a combination of case-based interviews, market-sizing exercises, and behavioral questions to evaluate both analytical and interpersonal skills.”
- “A portfolio company’s growth has slowed over the past 12 months. How would you identify the root causes and propose strategies for re-accelerating growth? If a healthcare services company is expanding into a new region, what market dynamics and risks would you analyze before making a recommendation?”

- “A private equity client is evaluating the acquisition of a B2B software company. What key factors would you assess to determine the attractiveness of the investment? Estimate the size of the U.S. market for online professional education platforms. How would you structure your approach?”
- “Market sizing: Estimate the size of the U.S. residential roofing market. Strategy case: A PE client wants to invest in a healthcare services company. What factors would you analyze to assess the attractiveness of the opportunity?”

Uppers

- “Collaboration is genuine, leadership is approachable, and there’s a shared commitment to growth—both for our clients and for each other.”
- “A defining strength is our culture and size. We’re large enough to work with top-tier clients on transformative projects, yet agile enough that every individual’s contributions are visible and valued.”
- “Office location, no travel model, great snacks and lunches, gym stipend.”
- “Exposure to private equity deal market.”

Downers

- “Project timelines are often fast-moving, client demands can shift quickly, and there are periods where workloads spike, requiring long hours and tight turnarounds.”
- “Rapid pace of projects based on PE expectations and deal cycles.”
- “Private equity clients are tough.”
- “Like any consulting firm, the work can be demanding at times, certain projects come with long hours and tight deadlines, which can make balance more challenging.”