

Baringa Summer Internship

Overview Pack

2018





Welcome!

The purpose of this pack is to provide you with an overview of Baringa and to answer some of the questions you may have regarding our Summer Internship

A note from our Managing Partner



Adrian Bettridge
Managing Partner

“Welcome to Baringa! If you are reading this pack, you are considering applying for our Internship programme, and we’re delighted that you want to spend the summer with us. I’m often asked what it is like to have watched the firm grow over the last 10 years, and my response is always the same – the next 10 years are even more exciting than the last. I genuinely believe that you’ll be joining us at as good a time as ever. During our internship, you’ll be astounded by the wealth of passion, knowledge and experience that exists at Baringa, and the genuine warmth that is shared by everyone – I’ve been here for a long time, and it still really is an exciting place to be.

We place great emphasis on our values, because values are at the heart of this firm and they engender a culture that means a lot to all of us. But our culture is only as strong as the people who live it. Culture isn’t something you sit and observe from the sidelines, it is something that you become a part of. My message to all of our people is if there is something you don’t understand, please ask. If there is something you don’t like, please offer to change it. If there is something you love, then get involved in helping us keep it that way. We are a firm that is excited about evolving as we grow. Other than our values (which always stay true), we do nothing today like we did 10 years ago, and we will do nothing 10 years from now like we do today – if we are, then we’ve failed in our collective responsibility to evolve. We encourage our people to take the time to understand our culture, then become an active part of it, then help to evolve it. This approach has been paramount to our success in creating a great place to work for all these years and I hope, for years to come.

Joining Baringa will be as exciting for you as it will be for us. We are an ever growing and evolving firm that continues to impact our industries through the work we do, impact our society through the charitable service we provide to it, and impact our colleagues through the support we show each other.”

A handwritten signature in blue ink that reads "A. Bettridge".



Introducing Baringa Partners

An award winning management consultancy



Baringa Partners is an independent business and technology consultancy. We help businesses run more effectively, navigate industry shifts and reach new markets. We use our industry insights, ideas and pragmatism to help each client improve their business. Collaboration is central to our strategy and culture ensuring we attract the brightest and the best. And it's why clients love working with us.

Baringa has gained the reputation it has through our deep industry knowledge, excellent people and genuine partnering approach. The company continues to evolve to meet the demands of clients and to encourage the best consultants to join us. We appreciate that our reputation is hard won but easy to lose, so every project and every person at Baringa is business critical, and we only take on work where we are confident we can deliver exemplary results.

- ▶ **What's in a name?**
Jim Hayward, one of our founding Partners, suggested naming the company after his house, Baringa, the birthplace of the business and which coincidentally means "Guiding light" in an Aboriginal language and so the name became...
- ▶ A reputation-driven business, over 80% of the work we do comes from repeat business.

What our clients say...

"for professionalism, deep subject matter knowledge, and the highest quality business ethics. You cannot go wrong with Baringa"

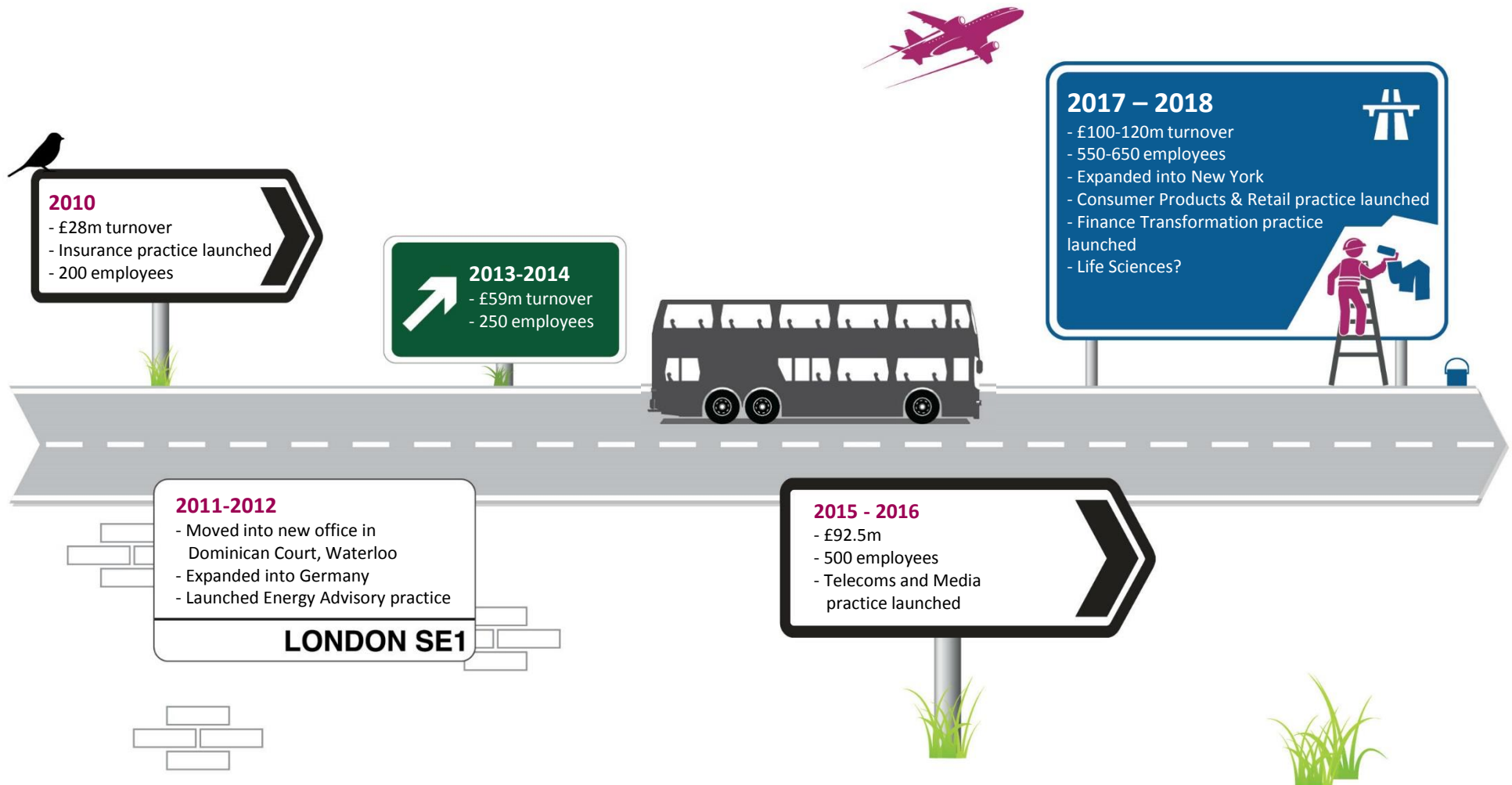
"You have an entrepreneurial feel, and I like the personalised account management"

"All of the Baringa Partners' consultants I have worked with have been the complete package. Excellent communication skills, strong subject matter expertise and solid technical understanding"

"Bringing in Baringa to work with our trading group has been the best business decision we've taken in the last six months"

Baringa – our journey

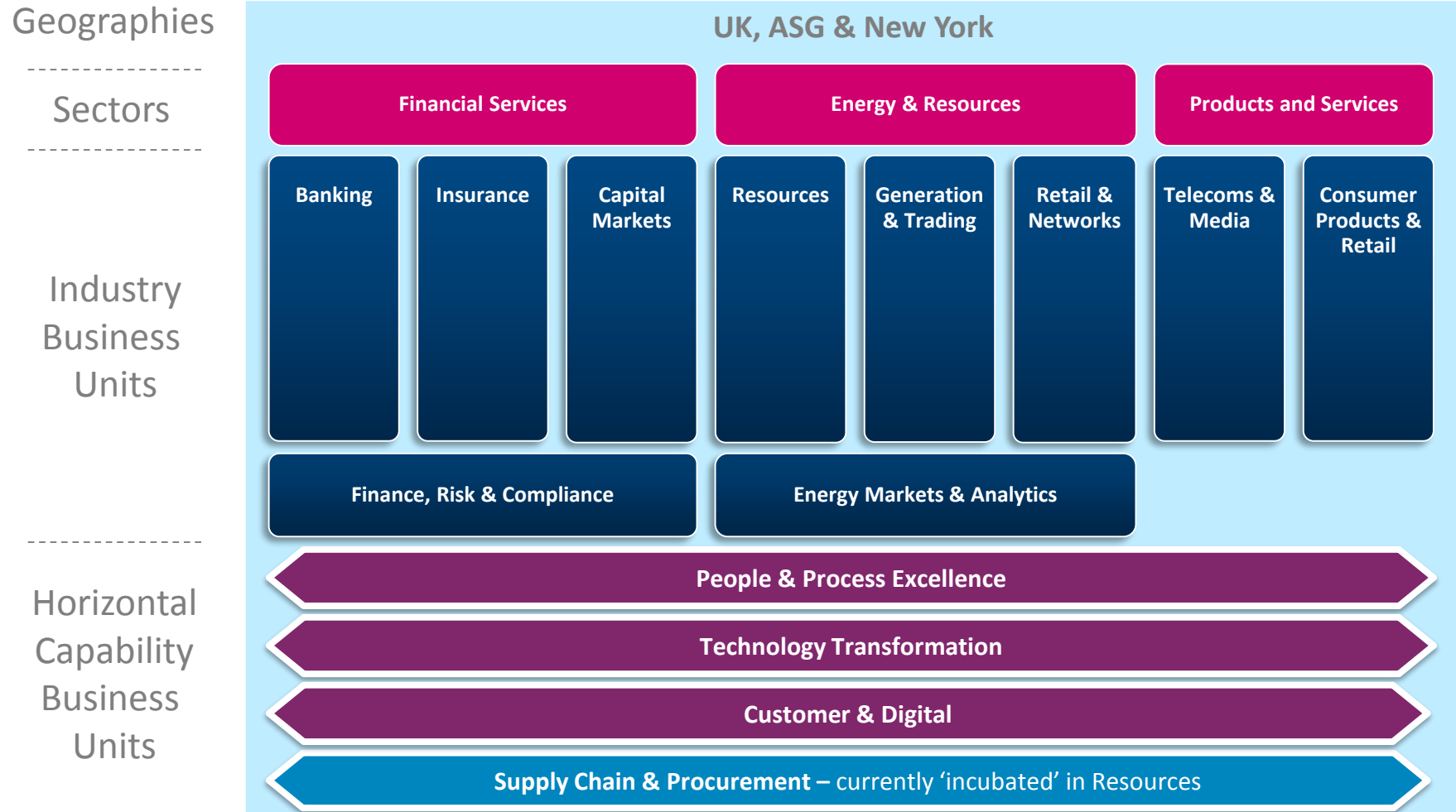
Our size is an outcome of our success – not a target





Business Units and Capabilities

The Baringa operating model



1st Home: Everyone in the consulting organisation has a 1st home within an industry Business Unit OR Capability. The 1st home will take primary responsibility for staffing individuals on roles that help them develop their careers

2nd Home: To provide more career development possibilities and to give people more options to contribute internally across a broader number of areas, individuals have an opportunity to select a 2nd home. The 2nd home provide people with alternative staffing opportunities based on market demand and individual career development needs.

Recognition for our work



2014

Energy Risk Consultancy Firm of the Year

Great Place to Work Institute® Best Workplaces UK (6th)

Great Place to Work Institute® Best Workplaces Europe

Commodity Business Awards – Market Policy and Advisor



2015 - 2016

Energy Risk – Regulatory Advisory

Top ten spot for the tenth successive year in the top places to work by the Great Place to Work Institute®

Baringa Partners' German office, has been recognised as one of best companies to work for by the prestigious Great Place to Work Awards in Nordrhein-Westfalia



2017

No.1 Great Place to Work in the large employer category in the UK

Baringa Partners' German office, has been recognised the best company to work for by the prestigious Great Place to Work Awards in Nordrhein-Westfalia



Recommend to a friend



CEO Approval



Positive Business Outlook

Overall	★★★★☆	4.6
Culture & Values	★★★★	4.8
Work/Life Balance	★★★★	4.0
Senior Management	★★★★	4.5
Comp & Benefits	★★★★	4.2
Career Opportunities	★★★★	4.5

Glassdoor information is accurate as of 1st March 2017.



The Summer Internship

Key Dates



During the internship itself, we will also be organising the following:

Weekly one-to-one catch ups with your Project Manager

Invites to Business Unit/Baringa social events

Ad hoc dinners/drinks with your client team

Coffees with your 'Baringa Buddy'

Opportunities to attend interest groups and other opportunities for learning

Our Internship Programme

Baringa believes strongly in its internship programme and is committed to investing time, effort and energy into making it a great success!

What's in it for our interns?

- ▶ The eight week programme provides you with real-life experience in an award-winning management consulting firm
- ▶ It gives you a chance to understand what a future career in consulting could look like
- ▶ There is a potential offer of permanent employment as an Analyst at Baringa after you've finished your degree.

What's in it for Baringa?

- ▶ The opportunity to provide university students real work experience and career guidance by offering an insight into working in the consulting sector
- ▶ The opportunity to find and get to know potential future employees
- ▶ Introduce a new set of insights, enthusiasm and ideas to the company.



Baringa has enjoyed repeated success with The Great Place to Work® Institute, and this year we were ranked 1st in the large category.



The Internship – your Project & Role



Induction & Training

- The first two days will be based in the Baringa head offices and aims to give you a general induction to the company, followed by some training to get you set up with your core consultancy toolkit
- There will also be soft skills training to prepare you for your first day on client site, including how to handle challenging client situations and some jargon busting. The training is of course finished off with some welcome drinks to help you all get to know each other!

Your client project

- You will be staffed one project throughout your internship and will be treated as though you are a Baringa Analyst
- You will be responsible for a set of deliverables and adding value to your client's organization
- You will get a real-life Baringa management consulting experience.

Project work

- The objectives and role expectations for your internship will be discussed with you during your meeting with your Project Manager on day one. You'll then have regular diarised meetings with him/her throughout your internship to review your ongoing progress and to discuss any other ideas, questions or concerns you might have.

Internal initiatives and learning

- As a group, you will be asked to write an intern newsletter towards the end of your internship, so you can let the whole business know what you have been up to
- You'll be able to take advantage of a range of 'Brown Bag' sessions (run every Friday at the Baringa office), meetings with colleagues to understand their roles and experience at Baringa, get involved in social events with your Business Unit.

Your Support Network



- ▶ Each Baringa intern is assigned a **Project Manager** (who you will work with on client site and will act as your advisor) and a **Buddy** for the duration of their internship.
- ▶ While your Project Manager plays a **formal role** which includes objectives setting and performance feedback, the Buddy will play a more **informal role** through which interns can meet others and be able to ask for general advice or what may be perceived as “silly questions”

Project Manager	Buddy
<ul style="list-style-type: none">• Primary point of contact• Coach and mentor throughout internship• Provide on the job training• Sets internship objectives• Provide ‘real time’ project feedback throughout• Guides progress on final presentation• Attends final presentation	<ul style="list-style-type: none">• Peer connection• Helps think through day-to-day questions• Helps provide a social network• Can help advise on preparation for final presentation

- ▶ Your Project Manager will aim to **meet with you every week** to discuss your progress and performance, but ongoing / ‘real time’ feedback is also the norm. Additionally, they will provide you with a **formal ‘half way point’ performance assessment**
- ▶ It’s up to you and your Buddy as to how often you meet, but we **suggest going for a regular coffee or lunch once a week to catch up**; Don’t be shy to ask your buddy questions – that’s why they’re there!

Intern Experiences



Name: Sophie Cooke

Level: Analyst (2016 intern)

Client: A global investment bank

Role: Business Analyst

I absolutely loved my internship at Baringa. I joined a team by team project focussing on the HR department of a top-tier global investment bank, based in Krakow, Poland. The main focus of the project was to work closely and in detail with the individual teams, helping them to create a motivated environment where work could be done more efficiently. The day to day activities included workshops with team members, mapping their current processes, creating report out documents to present back to key senior stakeholders and running/ supporting daily huddles.

The great thing about this project was our large Baringa team, working in various parts of the business and being able to share best practice across the sub-teams, giving me many opportunities to explore techniques and receive training from my Baringa colleagues. Being out of town was a new experience and one that I thoroughly enjoyed. I had the opportunity to get to know my colleagues in a non-work environment and explore the many culinary delights of Krakow.

Being back in the office on Fridays was a great way to end the week; getting updates from the fellow interns, focussing on internal projects and meeting the rest of my BU's members. Throughout the internship our intern group became very close and we enjoyed many post work drinks and centrally organised social events such as crazy golf in Shoreditch. All in all I had the best 8 weeks and couldn't wait to start as an analyst the following year!

I could not have asked for more from an internship than my experience at Baringa. After two days of analyst training, I was thrown into the deep end on client site. I joined a project at a global retail bank delivering a large finance transformation. This involved implementing our recommended changes to the current service model operation.

I assumed a number of responsibilities in my role, including project management, client deliverables and research for internal business proposals. There was lots of variety, ensuring the work was continuously challenging and engaging.

The eight week programme offered an invaluable insight into the day-to-day life of a Baringa consultant, from analyst level to partner. Baringa also provided me with the opportunity to build a valuable network of inspiring people, who were always willing to grab a coffee at lunch or a drink after work. Only now as an analyst do I fully appreciate the skills I attained and developed during my internship. I am incredibly excited to be working full-time for such a great company!



Name: Kirsty Johnstone

Level: Analyst (2016 intern)

Client: A global bank

Role: Business Analyst

A Day in the Life of a Baringa Analyst



Name: Anjali Roody

Level: Analyst (2014 Summer Intern)

Degree: Engineering Design

Client: 'Big 6' Energy Supplier

Project: TRM Simplification

Role: Business Analyst

- ▶ **8.30am** – I usually get to the client office around 8.30, catch up on my emails and write my to-do list for the day.
- ▶ **9.45am** – I go to our Team Huddle – a quick 15 minute round the table of what tasks everyone will be working on today and any outstanding issues.
- ▶ **10.00am** – I log onto the client system and carry on where I left off with mapping the trade deals for the new system.
- ▶ **12.00pm** – I grab a bit to eat and have a little wander outside to get some fresh air/maybe a quick bit of shopping if I have time!
- ▶ **12.45pm** – I analyse the current trade templates and discuss trends/potential options with the SME. Off the back of the discussion I propose new templates which will require sign off from the technical manager in the following week.
- ▶ **2pm** – Quick 10 minute catch up with my Baringa manager to give her an update of my work and potential next steps.
- ▶ **4.30pm** – I make sure that I've had all the conversations I need to with the client before they all start heading home.
- ▶ **5.00pm** – Make my way through my to-do list and work on any Baringa internal work (e.g coordinating a workshop for our community apprentice scheme).
- ▶ **6.00pm/6.30pm** – Pack up and go the gym/home.

A Day in the Life of a Baringa Analyst



Name: Jamilla Eke-Tanenang

Level: Analyst (2015 Summer Intern)

Degree: Politics and International Studies

Client: Leading UK Bank

Project: RCR TOM Design

Role: Business Analyst

- ▶ **8.20am** – Generally I arrive at 8.20, grab a cup of tea, check my emails and prepare my task list for the day
- ▶ **9.00am** – I catch up with my Baringa manager to update her on what I have done over the last 24 hours and upcoming tasks
- ▶ **9.45am** – I log onto my client account and write up minutes from meetings the afternoon before
- ▶ **12.00pm** – I pop out to grab something for lunch – I usually try to have as much fresh air as I can and go for a walk
- ▶ **12.45pm** – I jump into a meeting to discuss how we are going to shape and document the programme organisation and governance
- ▶ **2pm** – More meetings with key stakeholders fill my afternoon
- ▶ **4.30pm** – I have some time to send any emails, organise meetings and prepare packs for the programme. I also take some time to update our War Room
- ▶ **5.00pm** – I attend our Daily Baringa Stand up and give an update on the conversations, learnings and progress made during the day in my workstream
- ▶ **6.00pm** – Ensure that I have completed all my tasks for the day and head to the gym.



The Baringa Way

Baringa differentiators



Our experience gives us a valuable combination of insights to quickly identify solutions with our clients. We seek to provide the most experienced, knowledgeable and committed individuals, with strong relevant industry insight to add real value to clients.



Our approach emphasises listening to our clients, being responsive and pragmatic while challenging the status quo to deliver successful and sustainable change. We don't believe in a 'one size fits all' approach; we're flexible in tailoring solutions to truly meet our clients' needs.



We build genuine long-term relationships with our clients based on trust, quality and the passion of our people. Our clients recognise our work ethic and continue to rely on us as trusted advisors to help them realise their strategic ambitions.



We continue to build our culture with a strong focus on the individual, collaboration and empowerment – principles that have enabled us to create the award-winning, people centric organisation that we are today. Collaboration runs through all we do.



We look after our people and invest significantly in training and development to ensure they are constantly developing, therefore providing our clients with the best individuals to work with. We understand that personal and professional needs change and recognise as a result everyone will progress at different rates and need different support from the company.



We pride ourselves on quality and delivery excellence in everything we do. We champion and co-ordinate active quality management so our clients receive the best possible service and delivery. We keep our promises and do what it takes to deliver high-value on time and on budget.

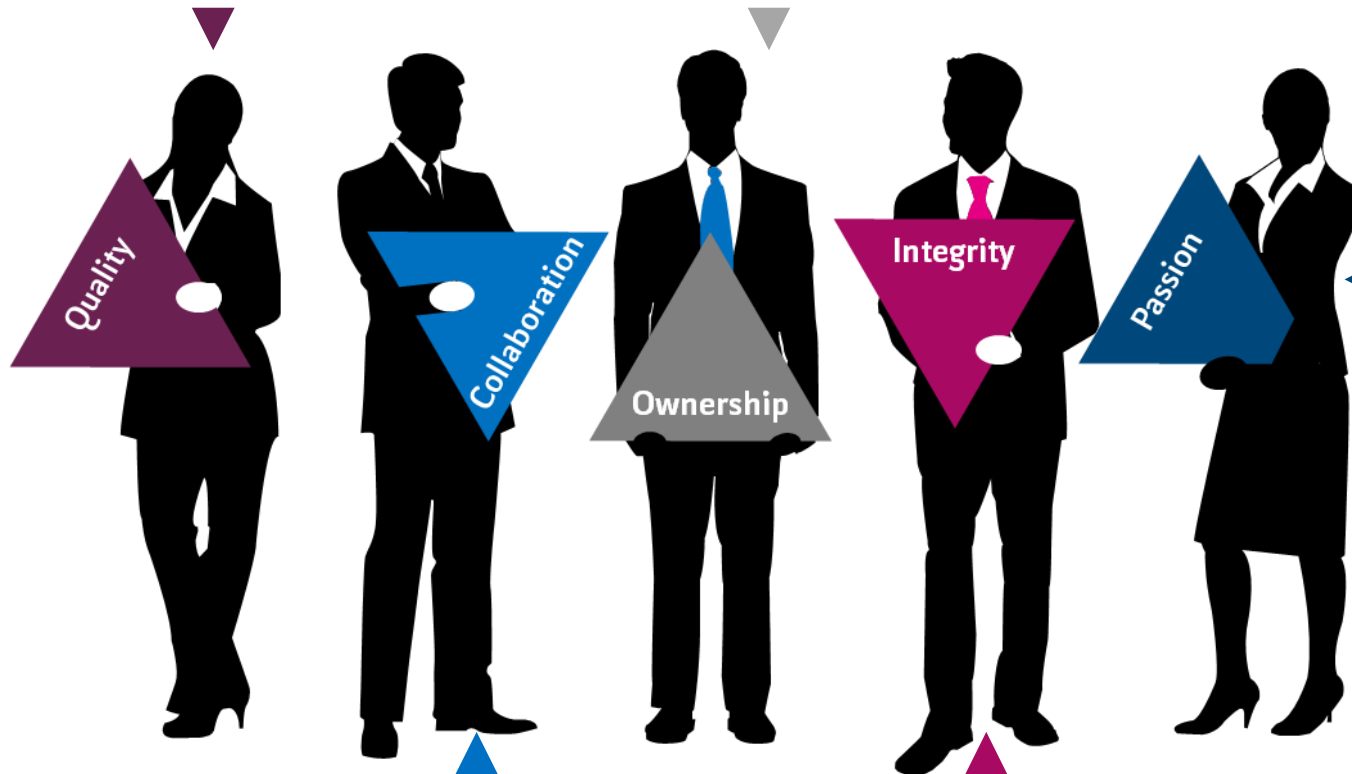


Our core values



We recruit the best people, from a wide range of backgrounds, and invest in them so they remain the best.

At Baringa there are no restrictions on ideas and no hierarchical boundaries. We are all responsible for our company, our careers and our reputation.



We believe in what we do, and our people show a real desire to make a difference.

The strength of trust, friendship and teamwork between all our people is a defining feature at Baringa.

Our success is built on doing the right thing by our clients, by our people and by ourselves. We communicate openly and honestly internally and to our clients.

► Application and Assessment Process

When does the application window for the 2017 Summer Internship close?

The application window closes on Sunday 7th January 2018, at which point no further applications will be accepted

When will I hear back about the outcome of my application?

Applications will only be reviewed after the application window closes. We will aim to let all applicants know the w/c 15th January 2018

What is involved in the recruitment process?

There is an application form to complete, comprising questions on your academic achievements, work experience and competency questions. If you are successful from this stage, we will invite you to attend a half day assessment centre in our head office in London at the beginning of February. This will include an individual interview, a brief case study and a group assessment involving two exercises

When will I hear if I have been accepted onto the internship?

We will aim to let all candidates that have attended one of the assessment centers know the outcome w/c 19th February 2018

Who should I contact if I have any questions about the internship or the application process?

Please contact Rhianne Anderson in the Recruitment Team at Rhianne.Anderson@baringa.com

► Internship Objectives and Support

Where will I be based during my internship?

Due to the nature of consulting, we work wherever our clients are based, however internships are largely UK based. You will therefore need to be willing to travel to clients as required. Baringa does have a 3-4-5 policy whereby you will only be away from home for three nights a week if you are on an out of town project, and will be able to travel home at a reasonable time on Thursday afternoon. We then ensure that all our interns can spend the day together in our offices in London on a Friday, where we will arrange training sessions and social events.

What are the working hours?

The hours you work will reflect the hours the client work, however this should generally be from 9am to 6pm. You may be required to work longer hours at times given workload fluctuations however this should be very minimal for you.

How long are typical Baringa projects?

Baringa's projects range from a few days to a few years. It is likely that you will be joining a project that has already started and will continue after you have finished your internship.

► Internship Objectives and Support

What support will I receive during my internship?

During your internship you will be given support from both a Project Manager and a Buddy. Full details of both who your Project Manager/Buddy will be, and what their role is, will be given on your first day. However as a brief introduction – your Project Manager will be the formal point of contact, they are there to help you set objectives and provide feedback during your internship. Your Buddy will be an informal point of contact for any ad-hoc questions and a friendly face at any Baringa social events. There is a clear support structure for the internship so you will all be receiving the same amount of support and guidance.

What will my objectives be and how will I be assessed during my internship?

During your first week on client site you will set objectives with your Project Manager. They will have given thought as to what your objectives should be during your internship before you have joined and you will review these together to ensure that your objective are both challenging, meaningful and most importantly, achievable. At the end of your internship, you will be asked to give a presentation on your project and what you have learnt.

Who should I speak with if I have any questions during my internship?

Your Project Manager and Buddy are a great point of contact for any questions that you may have during your internship. Alternatively, you can reach out to any member of the Internship team who you will be introduced to at the start of the internship, Importantly, everyone at Baringa will be happy to guide you in the right direction and you shouldn't feel shy about approaching anyone, even if you feel you might be asking a 'silly' question.

Away from the desk!



As you will be dispersed at client sites throughout the UK, we place a priority on getting together regularly to share experiences and the occasional war story! We provide lots of opportunities for interns to get to know not only each other, but also lots of people across the business, and have fun!



