

# NEVER NOT NEWTON

GRADUATE CAREERS IN CONSULTING



# NEWTON

**WHAT'S A CAREER  
WITH NEWTON LIKE?  
IT'S NEVER NOT FASCINATING.  
NEVER NOT MEANINGFUL.  
NEVER NOT INSPIRING.  
NEVER NOT NEWTON.**

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NEVER NOT LOOKING FOR  
A BETTER WAY TO DO THINGS.

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# WHO WE ARE AND WHAT WE DO







**We exist to take on insurmountable challenges and surmount them. Some would say we're a consulting firm. But none would say we're a traditional one.**

Put simply, we're here to make organisations work better and help them deliver change.

So, what does that mean in practice?

For one client in the social care sector, it meant reducing Child in Need and Child Protection caseload numbers by 29%.

For another in the retail sector, it meant growing revenues by £250 million and fundamentally changing the way 80,000 people work.

In the defence sector, it meant getting 64% more value out of every pound spent on a major build programme.

And the list goes on.

As a graduate at Newton, the work you do will deliver big change, and maybe even transform the way an entire industry works. Whether your day includes talking to a welder, or sharing your vision in the boardroom, you'll always be working to revitalise businesses and improve communities.

NEVER NOT  
INNOVATING.

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# OUR STORY





It all began in 2001, with our founders, Tom Wedgwood, Kevin Jones and Andy Hawes. They believed that no consultancy should be paid unless it delivered measurable results. So, they created Newton to do just that.

## **TWO DECADES OF FIRSTS...**

Since then, the milestones have flown past.

In 2008, we delivered our first project in the public sector. In 2014, we delivered our first £100 million project. By 2016, we'd helped one of the UK's leading supermarkets unlock around £100 million of opportunity every year. Then, as part of the COVID-19 response in 2020, we worked with a consortium of UK firms to design, develop and deliver 11,500 ventilators in just 12 weeks.

## **...WITH MORE TO COME**

And we just keep on growing. We now have almost 500 people, working together to crack some of the nation's toughest challenges.

**“Tenacity and youthful enthusiasm pushed us through the first projects. Today, the lessons we learnt cutting our teeth, along with a similar spark that’s present in all our people, underpin everything we do.”**

*Andy Hawes, Founder*



NEVER NOT DELIVERING  
ON THE PROMISES WE MAKE.

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# HOW WE WORK AND WHO WE WORK WITH



## We don't do off-the-shelf solutions. We come into each project with our minds, our eyes and our ears wide open.

We get to know people at every level of an organisation – from the top floor to the shop floor.

We probe every corner, avoid easy answers and ask tough questions.

We're interested in the 'why' as well as the 'what'. We care about delivering the results that deliver the greatest, measurable impact. We believe in our people so much that we put our fee on the line to guarantee results for our clients. We're accountable for ourselves and each other. We stick around until we've made change happen.

On past projects, results have included:



### HEALTHCARE

An improved experience for outpatients and **12,500 extra** appointments each year



### RETAIL

**2,300** gaps on shelves filled nationwide each day through better stockpile accuracy



### AEROSPACE

**15% increase** in overall factory efficiency of a UK airframe manufacturer



### ADULT SOCIAL CARE

**230% increase** in staff productivity, allowing more time for social care workers to spend with service users



### CENTRAL GOVERNMENT

Enabled vulnerable people to access more than **360,000** vital food deliveries during the pandemic



### INFRASTRUCTURE

**250% increase** in workforce engagement, delivered alongside efficiencies worth £120m



### CHILDREN'S SERVICES

**23% reduction** in the number of adolescents in care through the introduction of an Adolescent Support Team



### MANUFACTURING

**£1.5m saved** in just eight weeks through a programme of training for factory workers



### DEFENCE

**24% increase** in workforce productivity at a naval maritime build facility



NEVER NOT PLAYING  
TO YOUR STRENGTHS.

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# OUR OPPORTUNITIES FOR GRADUATES





**We predominantly recruit graduates into field-based consulting roles, along with a small number of rotational roles in our Head Office.**

### **OPERATIONS CONSULTANTS**

Here, you'll use razor-sharp analytical skills to design and implement programmes that deliver meaningful, sustainable change. You'll be on site, working across the business from the shop floor to the boardroom. Every project and every client is different, but our attitude doesn't change. On a day-to-day basis, you'll seek out opportunities for behavioural and operational improvement, then plan and implement the necessary changes to make them happen. You'll also have a key role to play in internal training, capability development and our internal improvement projects.

### **DIGITAL CONSULTANTS**

As the name suggests, this role has a digital focus. Concentrating on the technology clients use, the data they generate and how that data can provide new insights into their biggest challenges, you'll have a key role to play in bridging the gap between IT and Operations to deliver sustainable results. Delivering on that promise can be as complex as it is technically demanding, but you'll have all the training and support you need. And in doing so, you'll help to keep clients – and Newton – at the forefront of the digital revolution.

Whichever path you choose, you'll work on a wide range of projects, honing your skills, broadening your industry experience and enhancing your future prospects as you go.

### **HEAD OFFICE GRADUATES**

Like the sound of life at Newton but aren't sure the consulting path is right for you? We're looking for bright and curious-minded graduates with a desire to make an impact to join our Head Office team. Based in Kingston Bagpuize, Oxfordshire we have several permanent, full-time roles available.

You'll get to choose between one of three exciting and varied Graduate rotation streams (Operations, People & Marketing, or IT). Each will provide you with exposure to a broad set of experiences and the opportunity to develop your skills as an important part of our fast-growing business.



To find out more about all of our graduate positions please visit **WorkAtNewton.com**

Due to the nature of how we work with our clients, we don't offer work experience, but we do give deferred job offers. You are welcome to apply at any stage of your degree, or after graduation.

NEVER NOT  
NEWTON.

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# OPERATIONS CONSULTANTS

**Every mission and every client is different, but our model of work doesn't change. On a day-to-day basis, you'll work directly with our clients to identify opportunities for operational improvement, then plan and implement programmes that deliver real, sustainable change.**

You could find yourself mapping out processes and analysing data to improve frontline care services or help build a new aircraft carrier. It's a varied role that gives you the chance to gain responsibility early and progress quickly.







**“I was looking for a job with purpose – a job that would allow me to get stuck in right from the start, and make a real and meaningful difference to people’s everyday lives.”**

**“The satisfaction you get from seeing the positive impact of your work – not just on clients but the wider community too – is the biggest reward of all.”**

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**RANI**

Operations Consultant

Studied Physics at Imperial College London

Joined Newton in 2019

**“When you join Newton, you spend the first three months learning how to think like a project manager, how to lead a team and break down the most complex of problems.”**

**“By the end of those three months, you know how to bring all of this training together, and use it to design and deliver a comprehensive client solution.”**

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**CHARLES-ANTOINE**

Operations Consultant

Studied Aerospace Engineering at Imperial College London

Joined Newton in 2019



NEVER NOT  
NEWTON.

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# DIGITAL CONSULTANTS

**Join us in this role and you'll be working closely with our clients to help them understand all aspects of their data, manipulating and analysing it to provide new insights into their biggest problems. You'll then use those insights to design and implement sustainable solutions.**

You'll have all the support and training you need to help you overcome any challenge, no matter how technically complex. You will be at the forefront of the data revolution, leading both Newton and our clients through it.







**"I have a lot of friends in the industry who write reports and move onto the next project without thinking about the results. But that's not how we do things at Newton."**

**"We embed ourselves with clients, become as much an employee of their organisation as ours, and work closely with them to deliver results that stick."**

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**EMILY**

Digital Consultant

Gained a PhD in Mathematics at the University of Reading  
Joined Newton in 2020

**"I applied to Newton because being able to travel around the country and work with different clients in various sectors really excited me."**

**"Newton is all about development. They want you to get better. If you want to improve or move up, then Newton is the right place for you."**

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**HARRY**

Digital Consultant

Studied Chemical Engineering at Nottingham University  
Joined Newton in 2020



NEVER NOT  
NEWTON.

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# HEAD OFFICE GRADUATES

**Our Head Office Graduate programme is run from Kingston Bagpuize, Oxfordshire. You have the opportunity to choose between Operations, People & Marketing, and IT and complete a series of rotations within your chosen work stream. Whatever path you choose, you'll get to add value, develop new skills and gain practical, hands-on experience with a growing Times Top 100 Graduate Employer.**

You'll rotate between different functions within your chosen stream and after 12 to 18 months, the chances are you'll be clear about the opportunities available and the direction you wish to take. At that point, you'll focus on one particular function and start to build your Head Office career.





**“Not many companies give you as much opportunity as Newton. Right from day one you have a brilliant support network in place. It’s intertwined in everything you do.”**

**“You always know what you need to do to develop. You get formal training, a huge breadth of resources, and plenty of opportunities to test yourself.”**

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**AMBER**

IT Product Owner

Studied Chemistry at Warwick University

Joined the IT Graduate scheme in 2019

**“There are lots of new roles being created in Head Office, and movement between teams. I chose to focus on writing tenders and I’m now training to become a solicitor.”**

**“Whatever you do, you’re actively encouraged to step outside your comfort zone and embrace new challenges. It’s always interesting and always exciting.”**

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**PETER**

Legal and Bids Assistant

Studied History and German at Oxford University

Joined the Head Office Graduate scheme in 2020





NEVER NOT GROWING  
AND LEARNING.

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# OUR TRAINING AND DEVELOPMENT

We go to extraordinary lengths to help you make the most of your talents. The details of your development will be tailored to your particular needs and aspirations. But broadly speaking, here's what you can expect:



## **TOTAL IMMERSION**

In weeks one to four, your induction will cover everything from the sectors we work in to the methodology we use. You'll then apply the skills you've gained as part of a live project team. After a few months, you'll return for a two day-refresher, to share your experiences and build on what you've learnt.

## **ON-THE-JOB LEARNING**

We believe the best way to learn is by doing. From week five onwards, you'll be working with a client on a project, and effectively running your own work stream.

## **REGULAR FEEDBACK AND SUPPORT**

You'll sit down for weekly one-to-ones with your line manager and peers. You'll also be assigned a development manager who helps you to grow in your role and progress in your career.

## **TRAINING WITH IN-HOUSE EXPERTS**

Throughout your career here, you'll benefit from internal training workshops, including a three-day course in your first year that's designed to develop your efficiency and engagement skills. You'll also receive ongoing support from our leadership team, senior consultants and other experts across the business.

## **ONLINE LEARNING PLATFORM**

Our on-demand portal allows you to download resources and share best practice with others. It's a one-stop-shop that offers everything from TED Talks to blogs to real-life case studies.

## **A CLEAR PATH TO SUCCESS**

You'll start as a Consultant, then go on to learn how to manage a team, own your own accounts, lead projects and influence the growth of our organisation. Promotion to Senior Consultant is likely to be around 18 months after you join. But first you'll spend a week in Europe, developing the skills you'll need to succeed in that role.






















NEVER NOT REWARDING  
IN EVERY POSSIBLE WAY.

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# REWARDS

If you've skipped straight to this page because the package is your main driver, Newton probably isn't for you. That said, the exceptional rewards we offer reflect the quality of candidates we're looking for and the scale of the challenge these roles represent.



		CONSULTING ROLES	HEAD OFFICE ROLES
	<b>STARTING PACKAGE</b>	£45,000 - £50,000	£31,000 - £34,000
	<b>JOINING BONUS</b>	from £2,000 - £5,500 depending on your role and start date	£3,000
	<b>FLEXIBLE START DATES</b> so you can explore new experiences before you begin		
	<b>PACKAGE INCREASE</b> every year, and with every promotion		
	<b>COMPANY CAR</b> a really nice one too		
	<b>NO WORK AT WEEKENDS</b> we guarantee that you'll be home by 6pm every Friday, no matter where you live in the UK and no on site meetings on a Friday		
	<b>SUBSIDISED HOLIDAYS</b> and trips with colleagues (well, soon-to-be friends)		
	<b>ROTATIONAL SCHEME</b> so you can experience a variety of specialisms across the business		

**Do you have a PhD?**

If so, we appreciate the focus and commitment those four years of additional study involve and we'll reward you accordingly. Contact our recruitment team to find out more about our PhD packages.

NEVER NOT WORKING  
HARD AND HAVING FUN.

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# LIFE AT NEWTON



**Culture doesn't equal conformity. Newton is home to people from all kinds of backgrounds, with different passions, viewpoints, aspirations and ideas. The one thing we all share is a deep interest in others. We value each other's capabilities and each other's company. And we always have each other's back.**

**Internal, grassroots initiatives, such as N-Clude, Wom-N, N-Pride, the Newton Foundation and the Ethnicity Network support an inclusive environment and give everyone a voice.**

### **SOCIAL GET TOGETHERS**

Take for example our fortnightly Review Days. Although some of us work on site with clients, and others work remotely, we all come together on Thursday evening to let off a little steam and have some well-deserved fun.

The following morning, we attend an all-company meeting, before splitting off into groups for a series of workshops. In fact, we run regular workshops for every project to gather input and ensure the best outcomes are achieved for our clients.

We also offer you N-Weekends. These are subsidised breaks we organise throughout the year and invite everyone to take part in.

Past N-Weekends have included trips to Italy for white-water rafting, Scandinavia for the Northern Lights, a castle on a private island for a murder-mystery weekend and Glastonbury for the festival.

### **SOCIAL IMPACT**

If you like the idea of giving back, you're not alone. At Newton, fundraising and volunteering is part of our culture. You'll find people here who are ready and willing to sponsor you, race with you and inspire you. In fact, the Newton Foundation is committed



to supporting a number of causes, including homelessness and social mobility. We run summer schools to mentor students, arrange Christmas charity days and much, much more.



NEVER NOT MAKING SURE  
WE'RE A GOOD FIT.

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# WHAT WE LOOK FOR





**At Newton, we bring together talented and curious people who can apply themselves to solve the most complex problems for our clients. We look for mindsets as well as skillsets. People with big ideas, not big egos. Inquisitive team players who question everything around them, and who can relate to people from different backgrounds and experience levels.**

If you were to ask us what we “look for” in every graduate, we would point you to three key areas, these are:



#### **TAKE THE OPPORTUNITIES AROUND YOU**

- Show the desire to learn from projects you work on and the people you work with.
- Be proactive. It will lead to bigger projects, more impact and promotions.
- Prove your hunger to leave no stone unturned when thinking up ideas.



#### **SHOW THE WILL AND THE SKILL TO MAKE A BIGGER IMPACT**

- Be ready to do more. To scope problems and devise solutions, yes. But also to roll them out and stick around to ensure they work.
- Use data to uncover meaningful and practical recommendations.
- Be prepared to adapt all the way through as things change in real time.



#### **HEAR AND BE HEARD**

- Listen to the opinions of others.
- Have the confidence to voice your own thoughts.
- Always be ready to support others, no matter how busy you are.
- See the value in collaborating with clients and colleagues to find the best solutions.

**NEVER NOT GIVING YOU  
A CHANCE TO SHINE.**

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# OUR APPLICATION PROCESS

## How our application process works

Although our recruitment process is very comprehensive, the whole thing could take less than a month. And you'll get feedback at every stage.



**1**

### APPLY ONLINE

Get to know our business, then fill in an application assessment online where you'll be asked to complete our very quick online form. If you're successful, we will then ask you to take a couple of online tests.



**2**

### MAKE A VIDEO

Next, we'll want to hear a bit more about you through an online video interview. There's no need to over-prepare for this – just be yourself.



**3**

### SELECTION DAY

This is a whole day of virtual exercises – including a virtual interview. It's a great chance for us to get to know you, and how you think.



4

## HAVE DINNER WITH US

This is your chance to grill us, meet the team and make sure Newton is the right choice for you before the final interviews.



5

## FINAL INTERVIEWS

The day after your dinner, you'll have two interviews with some of our senior team. They'll be looking to get to know you and discuss why you want to join Newton.







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