

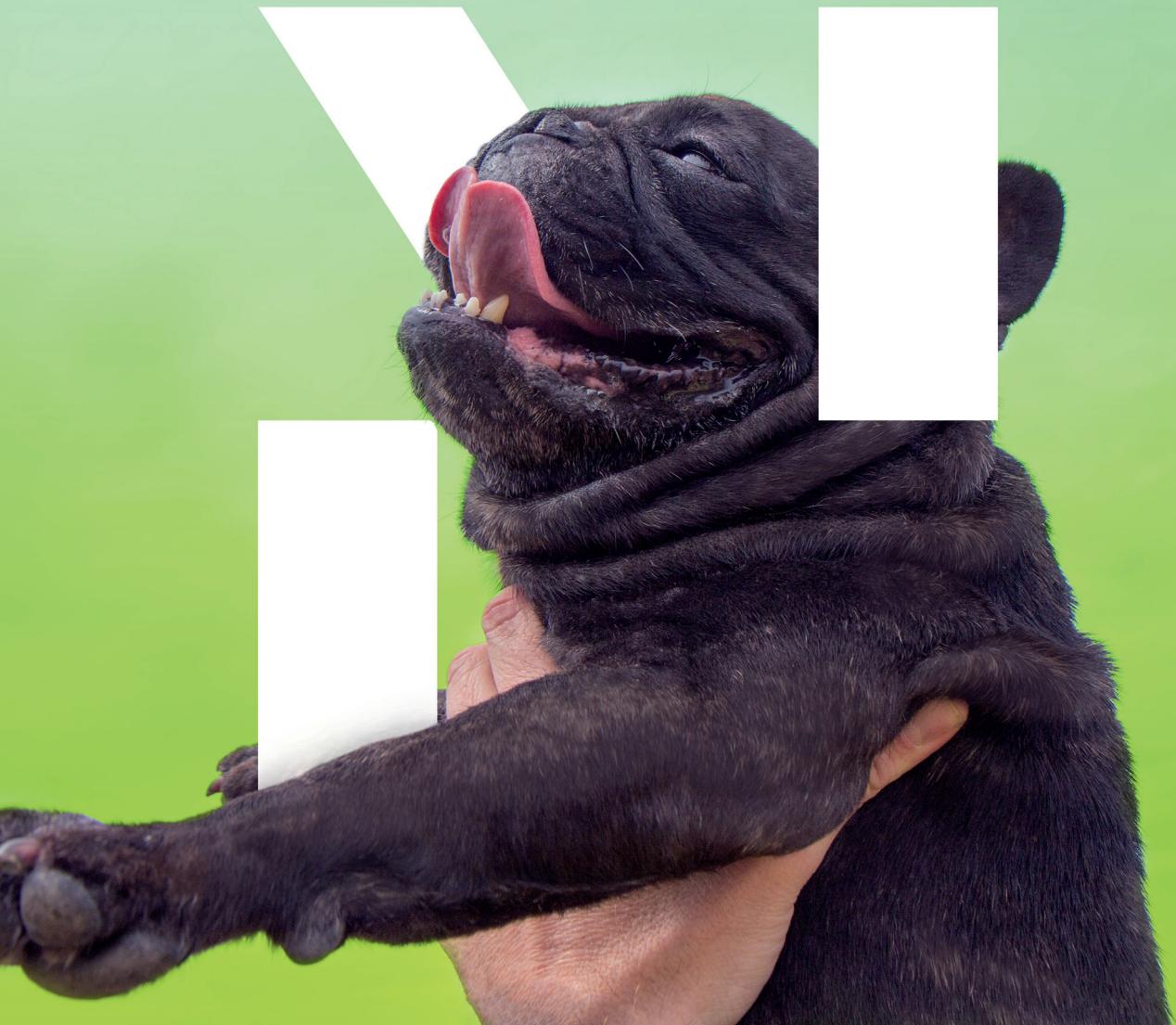
NEWTON

THE  TIMES

TOP 100 GRADUATE EMPLOYERS

The definitive guide to the leading employers
recruiting graduates during 2019-2020.

NEWTON



NEVER NOT HOME BY SIX ON FRIDAY. NEVER NOT **NEWTON.**

It's not just our focus on real-world results that sets Newton apart from other consulting firms. The way we look after our people is pretty out-of-the-ordinary too. For example, wherever you are in the country, whatever project you're working on, and whoever that project is with, your weekends will always be your own.

Find out more at WorkAtNewton.com

Consulting



For the last five years, consulting has been the number one career destination for the UK's top graduates, and record numbers of final year students from the 'Class of 2019' applied for entry-level jobs in the sector.

A total of twelve consulting firms have been listed in *The Times Top 100 Graduate Employers* over the last two decades, but just one, McKinsey & Company, has been ranked every year since 1999.

In the 2019 rankings, the leading employer in the sector is Newton, a firm that only launched in 2001. It appeared as a new entry in the *Top 100* six years ago and is now one of the UK's top 20 graduate recruiters.

According to Samantha Knollys, a Director at the firm, Newton takes a different approach to consulting than many of the more traditional firms.

"When people think of consulting, they tend to think of people who go into a business, analyse a problem, tell the business what to do and write a report," she explains. "What makes us very different is that we do hands-on implementation. We work with fewer clients over a much longer time period, where we go in and diagnose their issues and then actually work with their frontline teams to implement operational and cultural change and achieve real results for them."

This business model means that the firm is paid differently too. "We believe so strongly in what we can achieve together, that we guarantee our fees against delivering results," Knollys says. "It means everyone's very focused and committed, and passionate about getting results."

Newton currently has around 300 employees and is looking to recruit up to 100 graduates in 2020.



Samantha Knollys, Director, Newton

"It's a demanding role and, with clients all over the country, our graduates do need to be prepared to travel and live away from home at times," Knollys acknowledges. "But wherever they're working, everyone must be home by 6pm on a Friday and nobody works weekends."

This emphasis on welfare and support is a key part of Newton's

culture. "Because our consultants aren't office-based, every two weeks on a Friday, we get the entire business together for a review day," she continues. "It's been running for as long as the firm has been running and is a great way to get everyone talking, getting input and advice from others who are working with different clients. It puts a focus on developing people, teamwork and having fun together, which is quite unique."

Graduates joining Newton receive a salary package worth £45,000-£50,000, including a joining bonus and a car allowance.

"We're looking for very high performers with the right values, who'll fit with the culture of the firm," explains Knollys. "But one of the most attractive things about Newton is the speed that graduates can progress. By the third week, they're out with a client, doing analysis and frontline work. And you don't have to wait a year for a promotion, there's the opportunity to be promoted on merit every fortnight."

**THE TIMES
TOP 100
GRADUATE EMPLOYERS**

CONSULTING

1. MCKINSEY & COMPANY
2. BAIN & COMPANY
3. BOSTON CONSULTING GROUP
4. NEWTON
5. METASWITCH NETWORKS
6. PA CONSULTING
7. MERCER
8. OLIVER WYMAN
9. MARAKON ASSOCIATES
10. MITCHELL MADISON GROUP

Source High Fliers Research
 Top consulting firms of the last 20 years, based on their annual rankings in *The Times Top 100 Graduate Employers* 1999-2019.

20 YEARS



Newton isn't like most consultancies. At Newton, consultants are called in to crack some of the toughest challenges that businesses and public sector organisations face. They hire people with spirit, personality and bravery - and go to extraordinary lengths to build their skills and belief.

Newton trust the ingenuity of their people so deeply that they put their fee at risk to guarantee results for clients. And they believe in the impact of the solutions they create so much that they promise to stay on in each clients' businesses to make sure they get the results they need.

The business model is bold and disruptive – and it doesn't make things easy for consultants on the ground. But it does make things interesting. They regularly encounter problems and complexities that haven't been tackled before, and they don't have pre-fabricated answers to fall back on. They have to rely not just on their combined knowledge, but on their own courage, passion and self-belief.

They've already achieved amazing things as a team. For one retail client, they grew top line sales by £¼ bn and took 80,000 people through a change programme. On a major UK defence build programme, they saw a 64% improvement in cost performance. And elsewhere they've reduced Child in Need and Child Protection caseload numbers by 29%.

Newton are looking for extraordinary people to join as Operations Consultants and Digital Solutions Consultants. All consultants work alongside a variety of clients to design and implement programmes that deliver sustainable change working from the shop floor to the boardroom. They're encouraged to "get stuck right in" and use their initiative and creativity to deliver far-reaching and measurable results for clients, demanding better for them. Newton is an employer where, if graduates don't limit themselves, nothing will limit them.

GRADUATE VACANCIES IN 2020 CONSULTING

NUMBER OF VACANCIES

100 graduate jobs

LOCATIONS OF VACANCIES



STARTING SALARY FOR 2020

£45,000-£50,000 package

Including a £5,000 car allowance.

Plus a sign-on bonus.

UNIVERSITY VISITS IN 2019-20

BATH, BIRMINGHAM, BRISTOL, CAMBRIDGE, DURHAM, EDINBURGH, EXETER, IMPERIAL COLLEGE LONDON, LEEDS, LONDON SCHOOL OF ECONOMICS, MANCHESTER, OXFORD, ST ANDREWS, STRATHCLYDE, UNIVERSITY COLLEGE LONDON, WARWICK
Please check with your university careers service for full details of local events.

APPLICATION DEADLINE
25th December 2019

FURTHER INFORMATION

www.Top100GraduateEmployers.com

Register now for the latest news, campus events, work experience and graduate vacancies at Newton.