

# Welcome to Newton

Everything you need to know about life at  
Newton, from where it all started to our  
ambitious plans for the future.



## NEWTON

# Contents

- 3** Who are we?
- 5** Newton's journey
- 10** The recruitment process
- 16** Meet some of our teams
- 18** Rewards & recognition
- 24** Learning Opportunities





1

# Who are we?



**We're a team of some of the brightest and most curious minds with a fundamental belief that every organisation can be better. We crack some of the toughest business and public sector challenges of the day. Not with reports or copy & paste thinking. But by pinpointing and implementing the changes that will make the biggest difference.**

We never start out assuming we know the answer. But we're always certain we'll find it and see it through to the finish.

By uncovering the data that means the most important decisions are made using fact, not opinion.

By bringing together a group of people whose shared goal is to deliver results.

And by embedding in every organisation this same passion, self-belief and know-how to thrive on any challenge in the future.

We believe so strongly in what we can achieve together that we stand by the founding idea of Newton – guaranteeing our fees against delivering results that are recognised by everyone, from the frontline to the boardroom.

We demand better in everything we do. Join us and you could, too.



# NEWTON'S JOURNEY



Headcount

3

2001



## Specialists in improvement

Founded in 2001. Focus is on complex problem solving, practical implementation and guaranteed results.

### SECTORS:

Private and Air,  
Land & Sea

### CLIENTS:

Nissan, Dyson,  
Kimberly Clark,  
BAE Systems,  
Babcock

2008



Headcount

40

## Broadening our horizons

As more and more organisations found out we could fix their problems, we expanded into more sectors. Bristol NHS Trust asked us to reduce patient waiting times.

### SECTORS:

Private,  
Public

### CLIENTS:

Carlyle, Permira, Lion,  
Hillingdon Hospital NHS,  
Norfolk NHS,  
Oxford University  
Hospitals NHS



**2014**



**Headcount**

**150**

**2018**



**Headcount**

**260**

**55 HEAD OFFICE**

**205 CONSULTANTS**



**£55m**

**TURNOVER**

## Creating lasting change

We're chosen to lead large-scale transformational change. Our approach is applied successfully to transform social care pathways - 2011 saw our first council partnership. In 2015, we used our manufacturing and supply chain expertise on large retail and defence programmes. 2018 sees the launch of a 3 year change programme with a major UK retailer.

### **SECTORS:**

Defence & Infrastructure, Private, Public

### **CLIENTS:**

Kent County Council, Lancashire County Council, Local Government Association, Asda, Aircraft Carrier Alliance, M&S, Greencore



**2022**

**We will work in  
additional sectors...**

**£100m**  
**TURNOVER**

**500+**  
**PEOPLE**



## **SOME OF OUR AWARDS**

**We've won awards for our workplace culture, our values and our business achievements. Here are just some of them:**





**“Our head office is as integral to Newton as any of our largest programmes. We have only succeeded as a business through the quality of these and they will also be the driving force of our future growth”**

**ANDY HAWES**

FOUNDING DIRECTOR OF NEWTON



Our Head Office staff love being a team based in Kingston Bagpuize Oxfordshire and we have regular social and work-related meet-ups to develop our working relationships, skills and abilities. We have an internal initiative to ensure that there are regular social and work-related interactions to further develop our working relationships, skills and abilities. These include a Head Office table tennis tournament, corporate rowing challenges, summer BBQs, regular ‘lunch and learns’, cross-functional workshops to solve challenges and professional development book clubs.





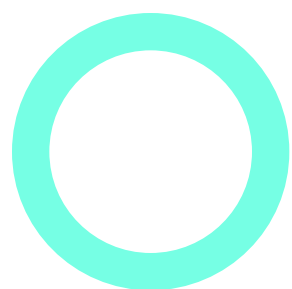
## 2 The recruitment process



**We want you to feel confident that you can succeed at Newton, so the more we get to know you, the more you'll learn about our business.**

Our recruitment process is tailored to suit each candidate, but there will usually be three key stages.

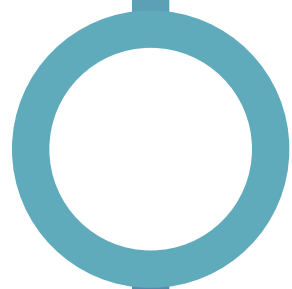




## Phone Screen

If you're successful in our initial CV review, we'll invite you to attend a 30-45 minute telephone interview with a member of our recruitment team.

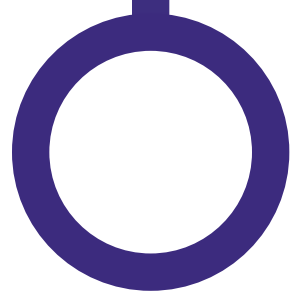
We'll provide feedback within seven days and confirm whether you've made it through to stage two.



## First Interview

This is a face-to-face interview, which incorporates a 20-minute numerical test and a combination of biographical and competency-based questions.

We'll provide feedback within seven days and confirm whether you've made it through to the final stage.



## Final Interview

The final stage is a face-to-face interview with two team leads and a hiring manager or another relevant person.

We always try to provide feedback within 48 hours of your final interview.

Regardless of outcome – we want to ensure this is a positive experience for you. We pride ourselves on giving you feedback to help you understand our decisions.



## OUR PEOPLE

**Everything that's different about us is deliberate. We work, interact and even relax in a very distinctive way, so we look for people whose values and qualities match ours.**





# Bravery

## Back yourself, and we'll back you.

Our people thrive on tackling huge challenges. Having the courage to push well beyond our comfort zone is fundamental to the success of Newton and our clients. When faced with difficult decisions, we do what is right, not what is expected.



# Grit

## We always see our projects through.

Not everything we do works right away. This is why we need grit: the strength of character to keep going when others' belief is wavering; the mental agility to evolve our solution as circumstances shift around it; and an unfaltering focus on the long-term benefits of the change we're introducing.



# Influence

## From board level to the coalface.

Every individual at Newton has a desire to make positive change. We respect and thrive on the knowledge that the actions we take have the potential to save millions of pounds, improve people's lives, create jobs and change industries. We have the intelligence, empathy and self-awareness to influence figures in local government, defence, manufacturing and many other sectors, from board level to the coalface.





## Fun

### **Never underestimate the value of good fun.**

Our people have a zest for life. They bring an energy and enthusiasm to everything they do, in and out of work. We have fortnightly company-wide catch-ups, quarterly weekends away and Christmas and summer parties. We don't work at weekends and we are home by 6pm on Fridays, leaving time for our passions beyond Newton.



## Belief

### **Our belief is as strong as our passion for improvement.**

It is self-confidence and belief in Newton's core principles that enables us to stand alongside industry leaders in retail, healthcare and defence and challenge the status quo. Belief lets our people take ownership of and responsibility for their projects, and compels them to show leadership early in their careers. We recognise the value of self-belief and invest time coaching and developing it across every level of the business.



## Spirit

### **There's a difference here you can feel.**

Time and again our clients have told us that we are different to other consultancies; that we bring an energy that lifts and engages their staff. We know that this comes from the spirit of our people. As individuals we possess an enthusiasm and drive, which is reinforced by the challenging and supportive community that is Newton.





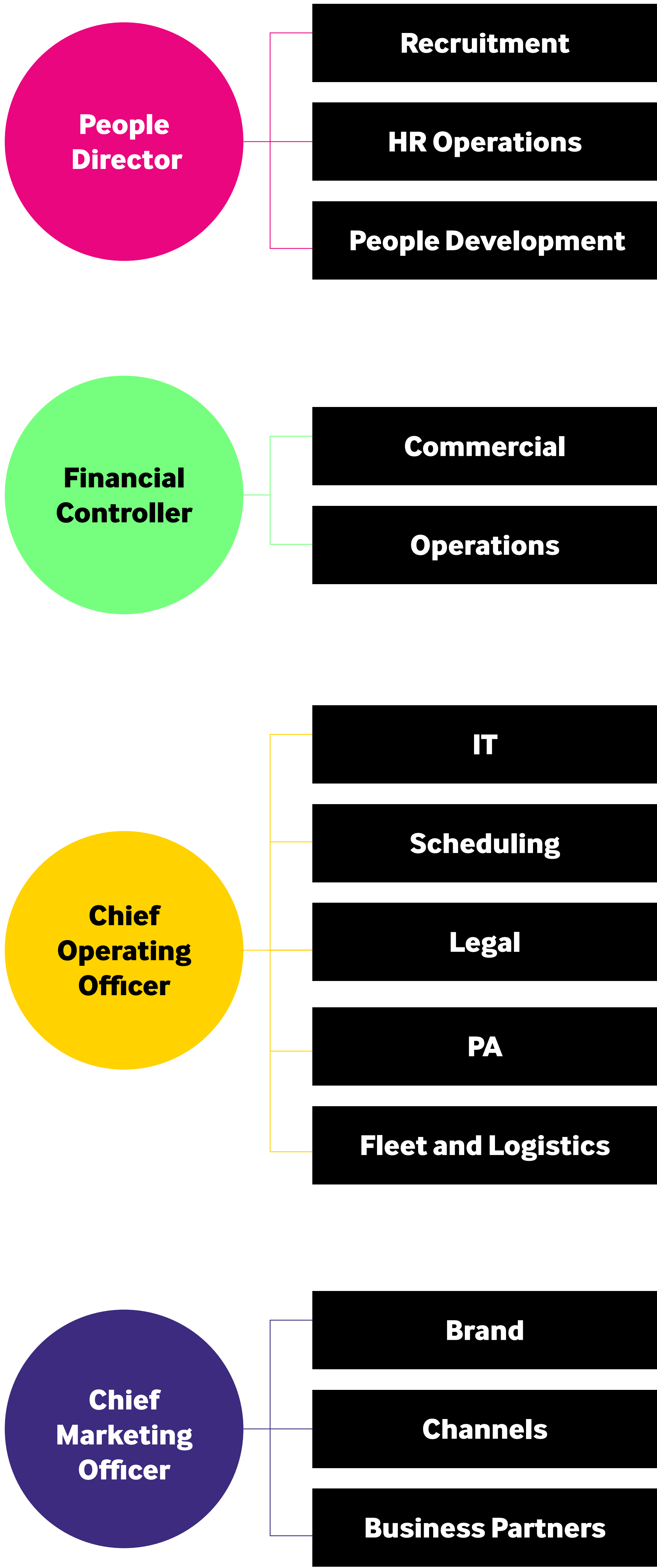


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# Meet some of our teams



# Our Head Office







## 4 **Rewards & recognition**



## Profit share

Everyone in Newton shares in the success of Newton through our profit share scheme. The more we exceed our target revenues then the higher the profit share bonus, which is paid out in March and September

## Share options

Share options become an increasing part of the overall package as you progress in Newton, such that you could significantly gain through our continued success

## Medical cover

You can opt in to extensive private medical cover, which is inclusive of pre-existing conditions and you can opt to include dependents at cost





## Pension

The company operates a group pension scheme, your contributions start at 3% and Newton will match that contribution up to 4%

## Much, much more...

We also have generous holiday entitlements, income protection, life assurance, mobile phone (including personal calls paid for and new phone allowance), free eye tests and we have the Cycle to Work scheme.



## RELOCATION ALLOWANCE

### **We'll reimburse you for some of your relocation costs**

Relocation assistance if you relocate to within 25 miles of the office

Contributions towards the cost of your relocation including estate agency fees, storage, and even temporary accommodation

## FLEXIBLE WORKING

### **Individual options to help you balance work with your personal life**

Flexible working hours

Opportunities to work from alternative locations depending on your role and individual circumstances



## **FAMILY LEAVE**

### **Extended and enhanced leave and pay**

Enhanced maternity and adoption pay, up to six months' full pay equivalent

Up to five years' unpaid leave for maternity, adoption, shared parental leave

Keep in touch while you're away and return to your original role

## **ALTERNATIVE ROLES**

Opportunities to change role within a fast-growing organisation

Opportunities to change role with your development and business growth



# Structured development, tailored to you

## **Development managers**

Every Newton employee has a Development Manager with whom they build a close relationship. A Development Manager is there to help ensure wellbeing, and to guide personal and professional development.

## **Line management**

Every Newton employee has a Line Manager to advise them and guide their work in the office, and support their development.

## **Bespoke Support**

Everyone builds a development plan with their Development Manager and their Line Manager, based on the support or opportunities they need to progress their career and personal ambitions. This may include finding opportunities in your role which develop your existing strengths and develop new ones.



# Learning opportunities

## **Training courses**

There are many training courses available throughout your Newton career; one of the flagship opportunities at Head Office is the Head Office induction. This starts with a five-day residential stay where you will learn about Newton core methodologies, change management, communication and presentation skills. You will then lead a six month 'change project' with one of your peers on a topic that you feel passionate about to put all of your learning into practice.

## **Development goals**

Support in areas such as relationship building, presenting, time management and personal branding is provided. We also offer support with professional qualifications where necessary (e.g. CIPD, ACCA/CIMA, Prince 2). Professional development is assessed formally through six-monthly appraisals with Development and Line Managers.



**As a fast-growing business, the opportunities for career progression at Newton are exceptional. We also pride ourselves on providing fantastic guidance and support to bring the best out of the talented individuals that work here.**





# More information

**Get in touch:**

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