

NEWTON IS NOT LIKE OTHER CONSULTANCIES. EVERYTHING ABOUT US IS DIALLED UP TO THE NTH DEGREE - FROM OUR CULTURE TO OUR BUSINESS MODEL TO THE PEOPLE WE HIRE. WE LIVE BY A DIFFERENT SET OF VALUES. AND WE WORK TO A SIMPLE PHILOSOPHY: **IF YOU DON'T LIMIT YOURSELF, WE WON'T LIMIT YOU.**

Read on to find out which personal attributes make Newton.

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BRAVERY

BACK YOURSELF,
AND WE'LL BACK YOU



REWARDS

HARD WORK NEVER
GOES UNNOTICED



KICKS

NEVER UNDERESTIMATE
THE VALUE OF GOOD FUN



BELIEF

WE DEVELOP MORE
THAN JUST YOUR SKILLS



GRIT

WE ALWAYS SEE OUR
PROJECTS THROUGH



SPIRIT

THERE'S A DIFFERENCE
HERE YOU CAN FEEL



INFLUENCE

FROM BOARD LEVEL
TO THE COAL FACE



BELONGING

WE BUILT OUR BUSINESS
AROUND FRIENDSHIP



WE ALWAYS STICK AROUND TO DELIVER ON OUR PROMISES

THAT TAKES **BRAVERY** TO THE NTH DEGREE

WHO WE ARE

At Newton, we're called in to crack some of the toughest challenges that businesses and public sector organisations face.

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

Ours is a bold and disruptive business model – and it doesn't make things easy for those of us on the ground. But it does make things interesting. We regularly encounter problems and complexities that haven't been tackled before, and we don't have pre-fabricated answers we can fall back on.



“ WE ENCOURAGE PEOPLE TO BE DISRUPTIVE. DON'T JUST ACCEPT THE STATUS QUO. FIND YOUR LIMITS, FIND YOUR BOUNDARIES AND THEN CHALLENGE YOURSELF TO PUSH THEM.

STEVE WILSON
PARTNER

”

We have to rely not just on our combined knowledge, but on our own courage, passion and self-belief.

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



WE VALUE LOYALTY TO EACH OTHER HIGHER THAN INDIVIDUAL SUCCESS

THAT TAKES SPIRIT TO THE NTH DEGREE

OUR STORY

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When we started Newton, we knew what we wanted to achieve and what we wanted to avoid. We wanted to put people first.

We wanted high levels of respect for our clients and their achievements...to see them as part of the team, integral to our success and never to be taken for granted.

We wanted professional integrity, a team full of exceptional-calibre people with drive and energy. A company where being nice to one another is valued and normal. Where friendships are commonplace, fun is integral and personal lives seen as important.

We wanted supporting colleagues to trump scoring points. We knew that success requires a team loyal to one another and in it for the long term. We understood the importance of a shared vision and the buzz of a common goal.

”

EXTRACT FROM 'BEING NEWTON'

When you first arrive here, there's a book you might come across, unostentatiously bound and simply titled, '**Being Newton**'. It's a distillation of what it means to work at this company, written by the three consultants who founded it several years ago.

It sets out what we stand for, what we value above all else and the ways in which we believe we should all work together. Because it's that spirit – a loyalty that's more than teamwork, and far closer to friendship – that has made us the success story we are today.



WE'LL SET UP SHOP IN A SUPERMARKET OR A SUBMARINE

THAT TAKES INFLUENCE TO THE NTH DEGREE

OUR IMPACT

Your interests, your way of thinking, your own individual skills – all of these give you the potential to transform businesses, shape communities and even change people's lives.

That's not an exaggeration. One minute you might be learning the day-to-day challenges of a job by shadowing a welder or a shop assistant. The next, you could be explaining your vision for the future of the organisation, in person, to the CEO. The work you do here will span a variety of sectors, organisations and projects. What unites all of them is their level of complexity – and the potential we have to influence our clients' future success.



AEROSPACE

Whether it's maritime platforms, land equipment or aerospace, we're trusted to deliver tangible results.



FAST MOVING CONSUMER GOODS

We work with leading consumer goods manufacturers to reduce their costs, increase their output and realise the potential of their workforce.



HEALTH & SOCIAL CARE

Working alongside the NHS and local authorities, we implement the kind of changes that can transform services for the better, for a long time to come.



RAIL

We take on complex rail engineering programmes in the UK, tackling everything from operations to supply chains.



RETAIL

We have experience delivering all manner of benefits – from better customer service to reduced operating costs – to a variety of organisations in the retail sector.

FOR US, THE EASY OPTION IS NEVER AN OPTION

THAT TAKES GRIT TO THE NTH DEGREE

HOW WE WORK

We don't do off-the-shelf solutions or off-the-top-of-our-heads answers. We come into each project with our minds, as well as our eyes and ears, wide open.

We get to know clients' businesses, from top floor to the shop floor. We probe the challenges every part of that organisation faces. We avoid easy answers. Instead, we ask tough questions. We're interested in the 'why' as well as the 'what'. And we care about the results.

Newton consultants always start from the fundamental belief that everything can be better – even the greatest companies. We know, because we work hands-on to create sustainable improvement (both financial and operational) for some of the world's most successful organisations. Our track record speaks for itself: we bring about 10% to 50% improvement, in less than six months, without any capital expenditure.



“WHEN A PROJECT BEGINS, THERE'S ALWAYS A LOT OF DOUBT; BUT AS IT PROGRESSES, YOU GET CLOSER AND CLOSER TO THE CLIENT - TO THE POINT WHERE THEY BECOME YOUR ADVOCATES. THAT'S REALLY SATISFYING.”

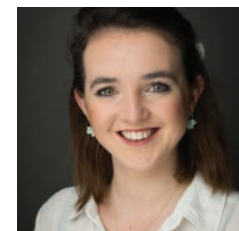
EMILY ROCHE
SENIOR BUSINESS
MANAGER

That requires a bit of nerve. It means you have to be attentive to what's going on in the business around you. You have to be able to spot an opportunity, grab hold of it and not let it go. You have to trust the people around you – not just your colleagues from Newton, but the ones who are your clients. Above everything, you have to keep sight of the bigger picture. After all, you're the difference between a stagnant organisation and a successful one. That extra effort you put in could help more patients or improve more jobs.

“
**FOR ME,
EVERYTHING
STEMS FROM BEING
INTERESTED
IN PEOPLE**
”

THIS IS DAILY LIFE TO THE NTH DEGREE

LIFE AS AN OPERATIONS CONSULTANT



NAME HANNAH CHURCH
JOB TITLE SENIOR CONSULTANT
SUBJECT ENGINEERING
UNIVERSITY CAMBRIDGE
JOINED NEWTON 2016

In the best possible way, I've lost count of the number of people I've met in the last two and a half years. And that's down to how Newton works: we collaborate in teams with clients; we get to know their people; and our insight is driven by our encounters with them.

To give you an example, my first project was on the aircraft carrier build programme and on my first day on the project, I visited multiple offices on site to meet people from around the business. Then, the next day, I went onboard the ship and met more. Within one week I had spoken with welders, painters, quality managers, planners, engineers and executives: each person you meet brings a different perspective on the challenge you're trying to solve.

Even the smallest of observations can change your approach. And when you combine this personal insight with deep technical data analysis, it means you can make changes on clients' sites that make huge differences. For instance, by spending weeks understanding the permit process onboard the ship, I learned first-hand how many steps are involved before someone can start their work – over an hour per job was spent requesting, waiting for and collecting permits. To me, this made little sense. So, as part of our solution, we introduced a new electronic way of requesting permits for the next job, which saved hours of build time.

This kind of close collaboration is important in achieving quick results. It can also be quite eye-opening: in one of my latest projects, I spent a day shadowing a children's social care worker and visiting foster homes in a large county council. In order to make improvements for our clients,

we need to be able to convince senior people not just with well-researched numbers, but with an understanding of the day-to-day reality of the business. And that's where the frontline work is so valuable.

Clients can be hesitant working with a consultancy at first; you have to earn their trust. But at Newton we work in mixed teams – of Newton consultants and clients – and that helps to build up respect. So much so that when the work is done, they often don't want us to leave!

An interest in people is crucial to being a Newton consultant. And I think that personality trait really contributes to the culture too. People at Newton all get on and senior figures put a lot of effort into making that happen; they really care. Everyone at the top two levels of the organisation knows everyone's name. It helps to smash the hierarchy a bit, because everyone gets along.

“
THERE IS
NOTHING
I LIKE MORE THAN
SOLVING
PROBLEMS
”

THIS IS DAILY LIFE TO THE NTH DEGREE

LIFE AS A DIGITAL CONSULTANT



NAME SHAHAB RAZA

JOB TITLE DIGITAL SOLUTIONS CONSULTANT

SUBJECT MATHEMATICS & COMPUTER SCIENCE

UNIVERSITY OXFORD

JOINED NEWTON 2013

We're in the age of big data. And Newton is a data-driven business. Our job is to help organisations improve – and more often than not, that involves new technology.

That's what we look at in Digital Solutions. I, my team and Newton as a whole spend a lot of time understanding our clients' technology and infrastructure. We analyse data and build visualisations that help people make the right decisions. And we work out how their systems function, talk to each other and flow together.

Does this mean you need to be 'techy' to work in the team? Not at all. An interest in technology goes a long way, but we work closely with colleagues and directly with clients, so we have to have a combination

of technical knowledge and more people-focused skills. We work with other Newton consultants to combine our technical knowledge with an in-depth understanding of business processes. After all, we don't just create algorithms or build technology in Digital Solutions – we're problem solvers. We discuss challenges and contribute ideas.

Let me give you an example. Say you're working with a large grocery retailer. They've got 500 stores in a variety of locations. Every second, sales are happening. That's a lot of data to keep track of. And so they need store managers to be able to access it, and interpret it clearly. With a client of mine recently, this just wasn't happening the way it should: their store managers weren't getting the full picture of how their store was performing. There was no consistency.

Digital Solutions brought the extra expertise the client needed. We extracted and analysed the data, and we streamlined how it was all stored and presented, giving the client a dashboard so they can instantly see how a store is performing, compare performance across a number of stores and understand exactly where they need to focus their efforts. We've made things more efficient and given them insights they simply didn't have before.

So really, the work we do is practical, not just theoretical. It has tangible outcomes. I get great satisfaction from that – giving the client something that I know they'll use far beyond the confines of the project. And being really deeply involved in making it happen.

IN 3 YEARS, YOU'LL MANAGE £MULTI MILLION PROJECTS

THAT TAKES BELIEF TO THE NTH DEGREE

TRAINING AND DEVELOPMENT

We go to extraordinary lengths to develop your skills and self-belief. Here's what you can expect:

LEARN ON THE JOB

We believe training should be more than learning how to book a holiday or fill in a timesheet. So you're on a project, with a client, from week five running your own workstream.

REGULAR FEEDBACK AND SUPPORT

You'll receive weekly one-to-ones and on-the-job guidance from your line manager and your peers. You'll also have a development manager who you'll meet with regularly to discuss your career aspirations and how to achieve them.

TRAINING WITH INHOUSE EXPERTS

You'll draw on a wealth of knowledge from senior people at Newton through to consultants who were in your shoes a few years ago. And rather than standard classroom learning, we offer management courses in Europe and leadership training in Ghana.

INTENSE INDUCTION

You'll have training that's delivered by one of our founders, covering everything from the sectors we work in to the methodology we use. You'll then have a chance to apply the skills you'll have learnt with a week on site as part of a live project team.

ONLINE LEARNING PLATFORM

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

A CLEAR FUTURE

You'll start as a consultant, go on to manage a team, own client accounts, lead projects and finally influence the growth of Newton itself.

WE'RE HERE TO MAKE FRIENDS NOT JUST MAKE MONEY

THAT TAKES **BELONGING** TO THE NTH DEGREE

WORK CULTURE

Culture doesn't equal conformity. We're happy to be home to a number of entirely different people, with different hobbies, preferences, backgrounds and personalities. One thing that is common to every one of them is an interest in others – and that's created a sense of fellowship that runs right through our firm. We support and challenge each other, but we always have each others' backs. Hear what some of our people say about becoming part of Newton, in their own words.



"Here, you get responsibility, accountability and opportunities to shape where your career is going. That means that you really feel part of something; you can shape a future that you want... Newton gives you opportunities to do amazing things and really tap into your entrepreneurial side. I've worked on an aircraft carrier; I've set up a corporate social responsibility team; I've even been on a leadership course in Ghana. There are so many opportunities to involve yourself.

ROSANNE FURNISS
DIRECTOR



"Newton is a very human place – people take an interest in your welfare and development here. People want to get to know each other – their interests, their strengths, the areas they want help with. Empathy is an important part of being a Newton consultant, and it shows. Of course, we look for people who are phenomenally bright, but also people who can get along with others – who are human and helpful, and will actually listen to you.

JONATHAN PEMBERTHY
DIRECTOR



"When I started, the biggest thing for me was when I told people what I did, the feedback I got from friends and family was that I really sounded like I enjoyed my work and the company I worked with. It took me a while to realise that actually a lot of people don't feel the same about their job! I think that is just a measurement of Newton's difference.

SARAH ANDERSON
GRADUATE
RECRUITMENT
MANAGER

OUR IDEA OF TEAM BUILDING IS A WEEKEND TO GLASTO

THAT TAKES KICKS TO THE NTH DEGREE

SOCIAL CULTURE



NEWTON IS A SOCIABLE PLACE. WE MADE THE DECISION RIGHT AT THE START TO BLUR THE LINES BETWEEN SOCIAL AND WORK LIFE HERE. WE WANT TO HAVE A FUN, RELAXED CULTURE WHERE PEOPLE ENJOY GETTING TOGETHER AND HAVING A GOOD TIME.

ANDY HAWES
FOUNDING DIRECTOR



There's a definite thrill to be had in the kind of work we do. The projects are intellectually demanding, complex and often really quite intense. It gives each of us a buzz. But it also uses up a lot of energy.

In those circumstances, it's absolutely critical that you know how to let your hair down. We can help you with that – in many, many ways.

Love a good activity? Recently we went white water rafting in Italy. But that's not all. How about skiing in the Alps? Or a murder mystery weekend in a castle on a private island? And if surprises are your thing, 50 of us recently arrived at the airport with our passports for a secret destination city break.

Or are you passionate about great causes? Again, you're not alone. There's a commitment to fundraising and volunteering that runs right the way through our culture. You'll find people ready and willing to sponsor you, race with you, inspire you and give your charity work the impact it deserves.

At Newton, you can look forward to a range of social events, including:



bi-weekly company events



quarterly activity days



weekends away



Christmas and summer parties



a Newton chalet in the ski season

WE OFFER SUBSIDISED HOLIDAYS, COMPANY CARS AND FREE WEEKENDS

THAT TAKES REWARDS TO THE NTH DEGREE

PACKAGE AND PERKS

If you've skipped straight to this page because the package is all you care about, Newton probably isn't for you. That said, the exceptional package we offer reflects the fact that we only hire exceptional people. We've carefully put together a comprehensive set of rewards which we think you'll find appealing:



Starting package
of £45,000 - £50,000



Joining bonus
from £2k-£6.5k depending
on start date



Flexible start dates
so you can experience
the world before you begin



Package increase
every year, and with
every promotion



Company car -
a good one, too



No work at weekends -
we guarantee that you'll
be home by 6pm every
Friday and never work on
Saturday or Sunday



Subsidised holidays
and trips with colleagues
(well, soon-to-be friends)



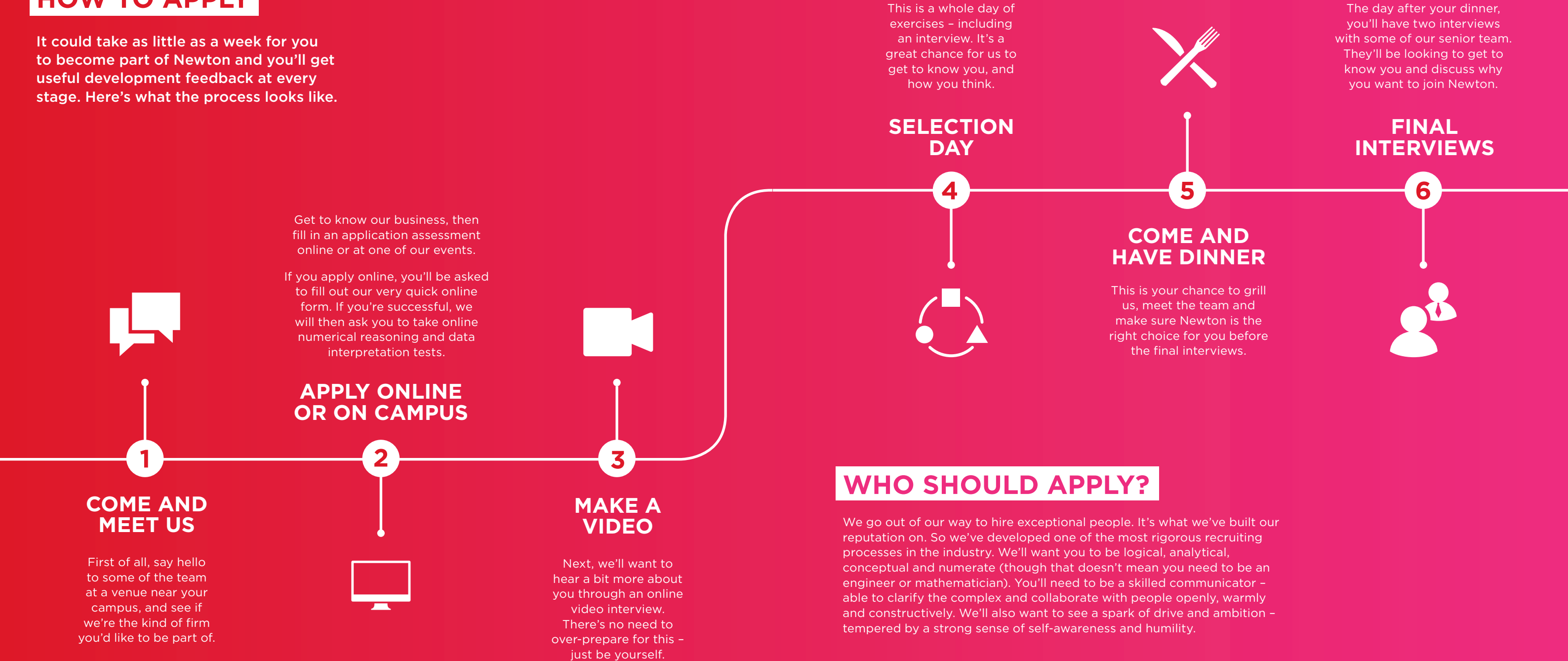
“WHEN I WAS APPLYING FOR JOBS, IT WAS THE CULTURE OF NEWTON THAT STOOD OUT TO ME. TWO YEARS ON, AND MY COLLEAGUES ARE SOME OF MY BEST FRIENDS. THE WHOLE COMPANY GETS TOGETHER EVERY FORTNIGHT AND THERE ARE SIX WEEKENDS AWAY EACH YEAR.

JONATHAN WHITTAKER
SENIOR CONSULTANT



HOW TO APPLY

It could take as little as a week for you to become part of Newton and you'll get useful development feedback at every stage. Here's what the process looks like.



WHO SHOULD APPLY?

We go out of our way to hire exceptional people. It's what we've built our reputation on. So we've developed one of the most rigorous recruiting processes in the industry. We'll want you to be logical, analytical, conceptual and numerate (though that doesn't mean you need to be an engineer or mathematician). You'll need to be a skilled communicator – able to clarify the complex and collaborate with people openly, warmly and constructively. We'll also want to see a spark of drive and ambition – tempered by a strong sense of self-awareness and humility.

CONSULTING ROLES

OPERATIONS CONSULTANT

LOCATION UK – FIELD BASED

PACKAGE £45-50k P.A.

Our Operations Consultants work alongside a variety of clients to design and implement programmes that deliver real, sustainable change. You'll be working on site, from the shop floor to the boardroom and everywhere in between. Every mission and every client is different, but our model of work doesn't change. On a day to day basis, you'll be working with our clients to identify opportunities for operational improvement and then plan and

implement the changes that need to happen to solve the problem. You'll also contribute to internal training, capability development and improvement projects and manage and/or support clients and peers. Operations Consultants gain responsibility early and progress quickly.

Apply for operations consulting roles at newtongraduates.careers

DIGITAL SOLUTIONS CONSULTANT

LOCATION UK – FIELD BASED

PACKAGE £45-50k P.A.

Our DS Consultants work alongside the Operations Consultants on client sites, understanding every detail of how their business operates and uses technology. You will be working together with our clients to help them generate and understand large data sets. Through manipulation and analysis of this data, you will provide new insight into their biggest problems whilst designing and implementing

appropriate solutions. These problems will be technically complex, you'll have the support and training needed to help you overcome any challenge. In doing so, you will be at the forefront of the data revolution, playing a leading role for both Newton and our clients.

Apply for digital solutions roles at newtongraduates.careers

HEAD OFFICE ROLES

GRADUATE HEAD OFFICE PROGRAMME

LOCATION KINGSTON BAGPUIZE (NR ABINGDON)

PACKAGE £31-34K P.A.

Due to continued growth of our Head Office, we're looking for several bright and capable graduates to join our Head Office team, in permanent, full-time roles based in our Head Office in Kingston Bagpuize, Oxfordshire. We offer you a programme consisting of a series of 4-6 month placements in different functions (Finance, Marketing, HR, Operations and more) plus significant development, giving you the opportunity to add value and learn skills and

functional expertise, plus a wide range of commercial experience in an entrepreneurial growing business. We want to put you on a path to become a future leader of one of our support functions and expect people to graduate off the program after 2 years to join one of these functions.

Start your Head office application at newtongraduates.careers

IT GRADUATE HEAD OFFICE PROGRAMME

LOCATION KINGSTON BAGPUIZE (NR ABINGDON)

PACKAGE £31-34K P.A.

Our IT graduate scheme covers all the areas of technology which help Newton operate. Across the 18 month programme you'll cover areas such as software development, networking, cybersecurity, project management and support. You'll also spend time with our Digital Solutions team to understand how technology helps them deliver client facing projects.

Longer term, you'll gravitate towards a role in a specific area. The continued growth of this team means prospects for career and personal development in this role are exceptional.

Start your IT Head Office application at newtongraduates.careers

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WORKING AT NEWTON HAS ALLOWED ME TO DO THINGS THAT I NEVER THOUGHT I WOULD BE ABLE, OR HAVE THE OPPORTUNITY, TO DO. AND THAT FOR ME IS WHAT GOING TO THE 'NTH DEGREE' IS ALL ABOUT - STRETCHING YOURSELF TO DO THINGS BEYOND WHAT YOU THOUGHT YOU WERE CAPABLE OF.

MARTIN KENT
LEAD CONSULTANT

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“



YOU'RE NOT SPOON-FED STUFF. YOU LEARN BY DOING, AND YOU LEARN FROM YOUR MISTAKES. BUT AT THE SAME TIME YOU KNOW THERE IS ALWAYS THIS AMAZING SUPPORT NETWORK TO GUIDE YOU.

HAMISH WILSON
SENIOR
CONSULTANT

”

NEWTON

NEWTONGRADUATES.CAREERS