



Putting **people** first. Creating **impact** that lasts.

Baringa UK Graduate Opportunities



Baringa is a certified B Corp™ with high standards of social and environmental performance, transparency and accountability.

Welcome to Baringa

A note from our Managing Partner

If you are reading this pack, you are considering Baringa as the next step in your career and we are delighted by your interest. 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. We have worked hard to establish a firm that leads the market in its sectors and does so with values that are genuine and meaningful, and we continue to build on this platform to do some great things and chart some exciting courses.

You will 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.

“*What I enjoy most is the opportunity to ask insightful questions to get to the heart of a client's challenge. Getting to understand what's really going on in their business.*”

A. Bettridge

Adrian Bettridge
Managing Partner



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SECTION 1:

Who we are

Our history

23 years of putting **people** first and creating **impact** that lasts

Baringa was founded by a group of friends in 2000, with the ambition of creating a consulting firm differentiated by deep industry content, delivered by a highly collaborative team who would put the client's need first whilst looking after our people. Our intent is to ensure that Baringa balances clients' needs and employee satisfaction, giving us a unique proposition in the market.

Building on that heritage, we chose a partnership structure for our business as we wanted to remain independent, to lead with experience, and expertise over size - **our distinctiveness lies in HOW we do things!**

It is the blend of these three things that come together to form an impactful, positive **way of working.**

Our
Partners
in 2021



Our
Directors
in 2003







Our purpose



We set out to build the world's most trusted consulting firm. That means:

-  Kind, smart, curious people – from all backgrounds
-  A collaborative culture that fosters trusting client relationships
-  Insight and perspective
-  Lasting impact for our clients, the environment, and on the communities where we live and work.

What we do might sound familiar. But *how* we do it is what delivers lasting impact and makes our experts a pleasure to work with.

-  We get to know you and what makes your business tick
-  We're proudly geeky about solving your challenges
-  We slot seamlessly into your teams, as colleagues and friends – helping people at all levels of your business succeed
-  We bring smart, creative ideas that work and leave you better equipped to handle the next challenge.

And we've established an award-winning reputation for our people-first philosophy.



Our achievements

Over the last three years, we have achieved a great deal

Navigated the pandemic



Partnered with **Blackrock, Baringa Bulgaria**

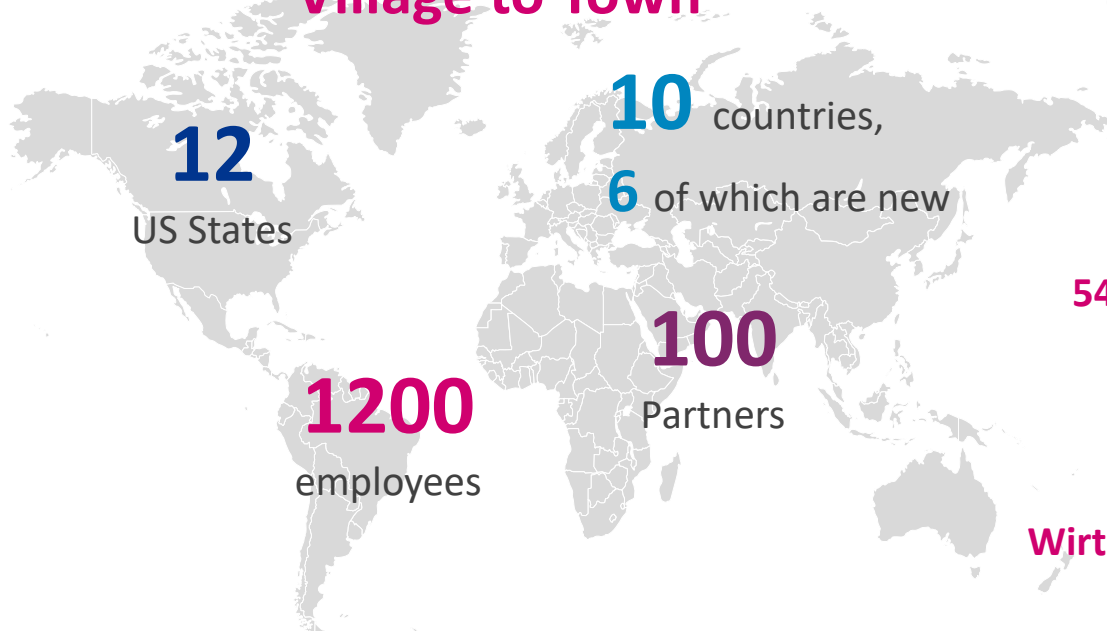



Our sectors have gone from strength to strength


Government a new sector from April' 22

Pharma a self-sufficient BU

Village to Town



 Work Placement Programme

 100% carbon neutral as of FY21

Top 10 GPTW

2nd GPTW for Women;
1st GPTW Excellence in Wellbeing;
Germany

54 Financial Times Awards (2019-23)



Energy Risk Awards

WirtschaftsWoche Best of Consulting 2020

Times Top 50 Employers for Women 2019

(↑ from 17 in FY20)



What our clients say about our people and our impact

We work with everyone from FTSE 100 to bright new start-ups, in every sector

“What’s distinctive about Baringa? Their strong expertise. And their passion – I see a lot of passion, problem-solving, and innovation. They definitely had an impact on our organisation.”

Head of Pharma, products and services client, UK

“We get together and feel like we have the same style and are one group of people talking to each other. As if we were in one organization.”

Head of Procurement, financial services client, US

“I’d say Baringa consultants are better listeners. And speed is important to them. Other consultancies don’t move as fast as we need them to.”

VP Operations, energy and resources client, Germany

“There doesn’t seem to be too much distance between the client and Baringa. They seamlessly integrate themselves into our various teams.”

Programme Delivery Director, public sector client, UK

“Baringa work alongside you rather than feeling the work is being done to you. That’s quite distinctive.”

CEO, energy and resources client, UK

“I see Baringa as being totally independent. Its people have a lot of integrity.”

VP, energy and resources client, Australia



How it feels to work at Baringa

To attract the best talent into our firm, we've created a culture where everyone can bring their best selves to work



We always put people first

We partner with people, not businesses

C-suite, interns, and everyone in between.

Unashamedly geeky

No generalists. Just geeky enthusiasm for our specialist subjects.

Only the kind and collaborative

We only hire experts who share our principles and values.

Different is good

We celebrate diversity, encouraging everyone to bring their whole selves to work.

We always want to hear it

We build an inclusive culture where everyone's voice counts.



We build trust at every stage

Unbiased to the bone

We're an independent, partner-led business.

The best of Baringa, across borders

We always turn up with the right people for the challenge at hand.

Prepared to challenge

Sometimes doing the right thing means delivering tough messages – and we're never afraid to do that.

In it for the long haul

We're not in this for quick wins. We build working relationships that last for decades.

Satisfied clients and people, above all else

When we're doing well on these two fronts, everything else follows.



We've created a positive, impactful way of working

The grand designs and the detail

Our work is focused on the strategy of tomorrow, and the detail of today.

No 'us', no 'them'

We seamlessly slot into our client's teams, with only one agenda: theirs.

A journey that leaves you better off

We make the day-to-day experience of working with us just as rewarding and enjoyable as the outcome.

Street smart, not just book smart

We don't hide behind frameworks or textbooks. All our advice is practical and realistic.

Leaders who put in the work

Our most senior team members collaborate, advise, share their expertise and build relationships.



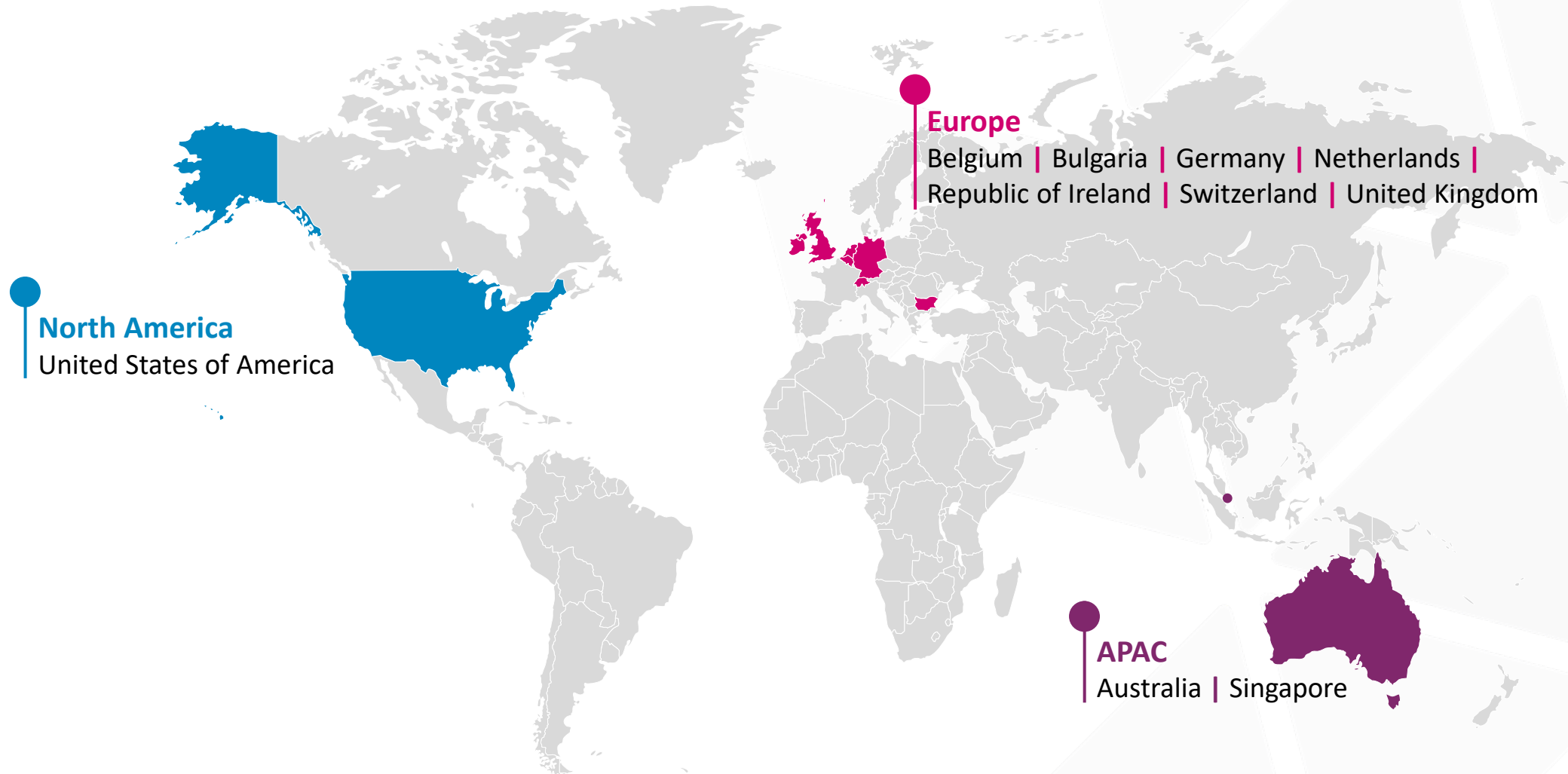
Underlying everything we do are our principles: **be Kind**, **be Curious**, **be Great at Work**

SECTION 2:

Where we work

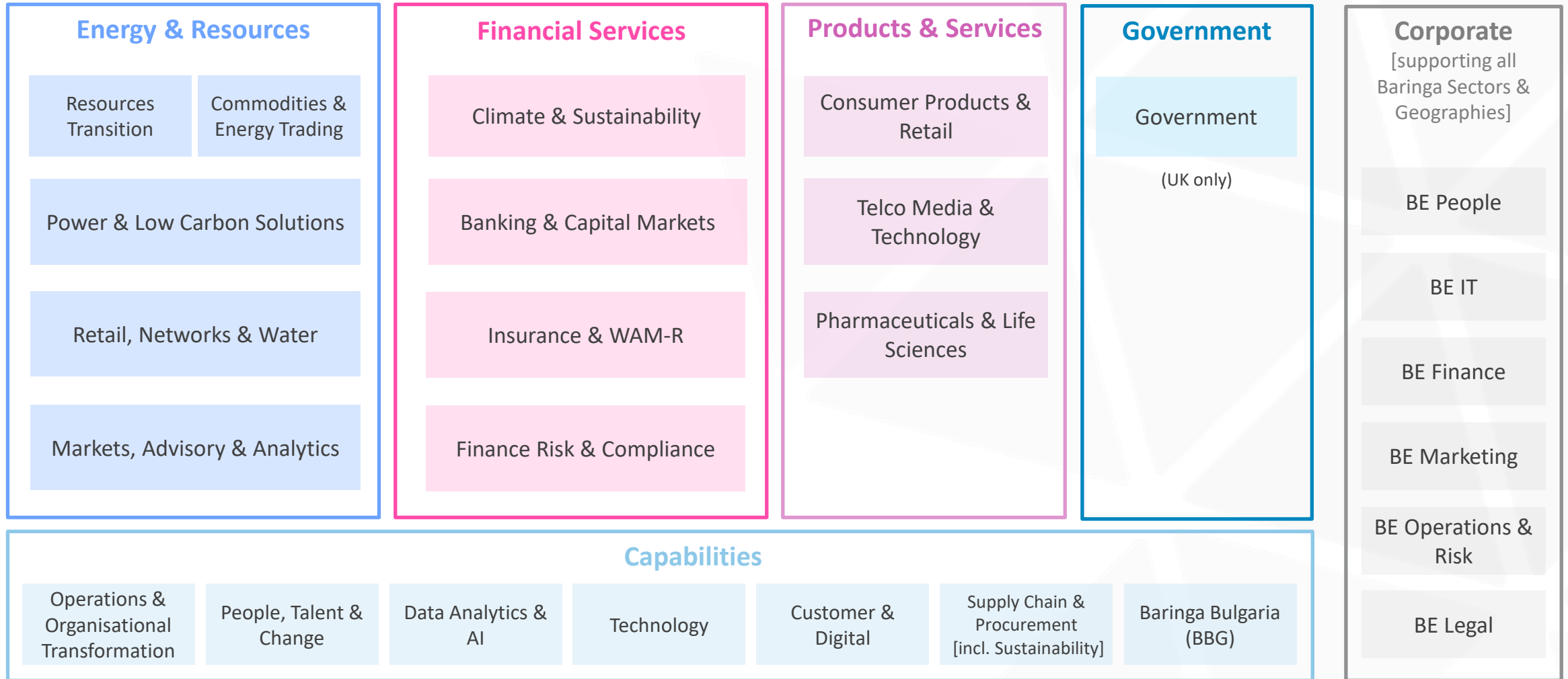
Where we work

We are a global business, with hubs in Europe, the US and Asia-Pacific (APAC)



Where we work

The sectors we operate in and clients we've helped.



What our people say

Click the image below to hear what it's like to work at Baringa from colleagues from around the world



SECTION 3:

Your Journey Starts Here

Apply for our Graduate Analyst Opportunity

Each programme has been designed to create a strong foundation for a successful and exciting career with us

Whichever programme you join, you will receive a breadth of training and development, join the Analyst Community, work with only the kind and collaborative and make an impact from day one.

We welcome applicants with a range of degrees and experiences. **Choose the entry route that best suits your skills and interests.**



Join one Graduate Career Path:

We encourage all applicants to have a look at [our organisational structure](#) and do some research into the type of work our business units do, which can be found on our [website](#) under 'capabilities' and 'industries'.

Energy & Resources

Power & Low Carbon Solutions

Markets, Advisory & Analytics

Capabilities

Technology

Energy & Resources - Power and Low Carbon Solutions (PLCS)

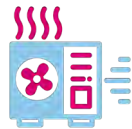
The work we do:

We advise on investments and deliver change for the generation and decarbonisation of power



- **Power market price projections and asset valuations to support the energy transition**

We are a market leading provider of power price projections across more than 50 markets globally. We are trusted by project developers and financial institutions to advise on transactions and strategic mandates.



- **Delivering innovative energy services to market**

We help clients tackle their biggest challenges, from defining ambitious decarbonisation strategies to commercial design and execution, across a range of low carbon energy asset solutions and renewable procurement strategies. We bring deep experience, market fundamental analysis across the energy services landscape and strong commercial acumen, helping our clients solve large, complex problems.



- **Unleashing the value of electric vehicles**

We have been working with EV equipment manufacturers and energy service providers to understand the potential value and new business models that will help support the mass rollout of EVs and related energy services



“I have enjoyed the steep learning curve on my internship project; it has allowed me to deep dive into a topic I only had superficial prior knowledge on. I have also enjoyed having the opportunity to upskill and learn the basics of a new modelling platform.

Baringa really appears to live up to its recognition as a Great Place to Work and seems to be ahead of the corporate curve in terms of its attitude towards people and inclusivity.” *(Summer intern 2022)*



Capabilities - Technology

We aim to be the first choice to solve our Client's complex business problems through technology. We help organisations implement technology change with the goal of helping our clients run more effective businesses. To do this we harness data, systems and infrastructure to improve time to market, increase agility, reduce costs, meet regulatory demands and improve customer experience.

Core Areas of Expertise

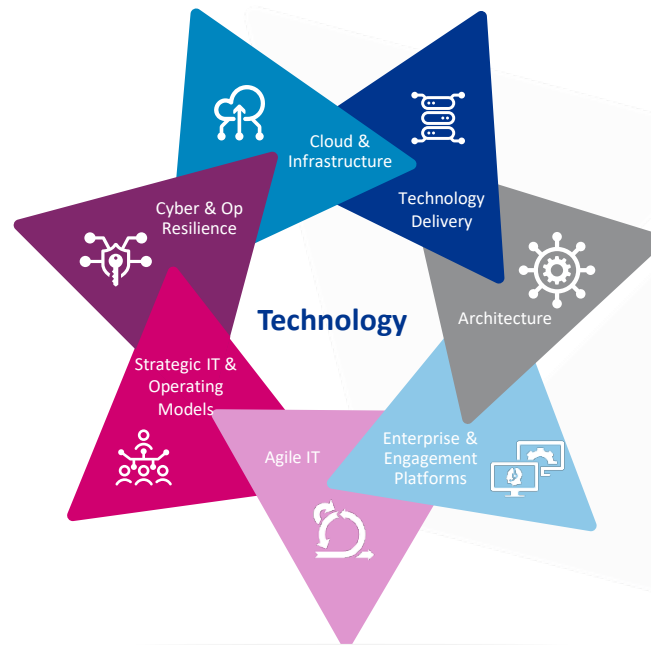
Cloud & Infrastructure Advisory We work with our clients to advise and deliver the most optimal infrastructure solutions for their organization, be that classic Data Centres or leveraging the latest Cloud platforms.

Cyber & Op Resilience Security

We work with our clients to help deliver on some of their most complex cyber security challenges, across all major industries and markets, specializing in cyber strategy & change, cyber risk & resilience, and cyber regulation & transformation

Strategic IT & Operating Model

We work with our CIOs to provide insightful and high-value advisory services, supporting them across IT Strategy and IT Op Model definition, maturity assessments and recommendations, pre-deal due diligence and CIO Leadership development



Technology Delivery

We partner with our clients to manage delivery across all stages of technology-enabled change, utilising the client's preferred delivery methodology, and independent of other SIs and vendors involved in delivery

Architecture

We provide CTOs and CIOs with a practical and comprehensive method and set of tools to create and maintain control over the development and evolution of their IT estate, as a true support to the business goals and drivers

Enterprise & Engagement Platforms

The role of the Technology Enterprise Platform Team is to be a strategic, independent partner, in advising supporting and helping our clients chose the right technology platforms that will build transformation and change to their IT estate

Agile IT

Aligned with our Digital go-to market offerings we are building a cohort of consultants that can operate in the "top right" of transformational change and deliver high-value/high-return engagements

Project Examples from Tech's analysts

1. Supported the **service design** for a **B2B marketplace** for the **largest health organisation** in the UK.
2. Led the delivery of a workstream aiming to deliver **large digital scale transformation** for a central government department.
3. Worked as the main author to produce an external-facing **Digital Strategy** and **Action Plan**, for a large UK energy provider.

The Team



Analyst viewpoint

"Before starting at Baringa, I knew I wanted to work in Technology because there are opportunities to work across many sectors and the industry is constantly evolving. From the interview process till now, I've been overwhelmed with how welcoming and approachable everyone is at every grade. People across Baringa, in Technology and other BU's, are always keen to offer their support, expertise and advice. Over the past year, I worked on a variety of projects, from project management in insurance to service design in healthcare. In Technology, you can try lots of different areas of Tech in a variety of sectors."



Market Advisory & Analytics (MAA)

The best place to build a consulting career in the energy sector

What do we do?

We are energy experts making an impact by leading our clients through the energy transition. We work across the energy and resources value chain, end-to-end. We provide advisory services to a broad range of private and public clients wherever they operate, by leveraging on our offices in the UK, Germany, Netherlands, Singapore, the US and Australia.

Our Teams

- ▲ **Climate and Transition (CTT)**: support clients in quantifying emissions and developing net-zero strategies. Offer an integrated modelling suite to analyze energy transition pathways and evaluate financial climate risk.
- ▲ **Policy, Regulation and Economics (PRE)**: assist regulated businesses navigate complex environments and help regulators designing frameworks that improve outcomes for consumers. Advise on auction strategy and strategic bidding.
- ▲ **Transaction Advisory and Growth Strategy (TAGS)**: investment identification (e.g. commercial due-diligence, market sizing, market dynamics), value creation (e.g. post-deal strategy), exit (e.g. sell-side due diligence).
- ▲ **Products (PT)**: developing and owning power market models. Price forecasting, long-term capacity expansion.
- ▲ **Global Gas Markets (Gas)**: developing and owning global and regional gas/LNG market models, fundamental analysis and being the hub for gas/LNG commercial expertise in Baringa.
- ▲ **Energy Transition Strategy (ETS)**: applying evidence to inform strategy for clients as they navigate the energy transition.

Future aspirations

- ▲ **CTT**: harmonise firm's energy modelling capabilities and build Baringa's view of the future of the global energy system
- ▲ **PRE**: develop internal and external profile through thought leadership and marketing
- ▲ **PT**: rebuild the PanEU modelling framework and expand core offering from wholesale power to ancillary markets
- ▲ **ETS**: create compelling opinions, thought leadership and propositions to engage with clients at C-suite level

What analysts say about us

- "At Baringa, I can always count on getting advice or content knowledge from experts in different fields across my sector, and they are always willing to make time for me. It's a real community feel as people are understanding, kind and patient" (Graduate Analyst, Sept 2022)
- "I love that at Baringa we are solving interesting problems at the forefront of the energy transition. I get the chance to learn from industry experts every day, and the company puts a real emphasis on cultivating a culture that's fun and rewarding to work for" (Graduate Analyst, Sept 2022)

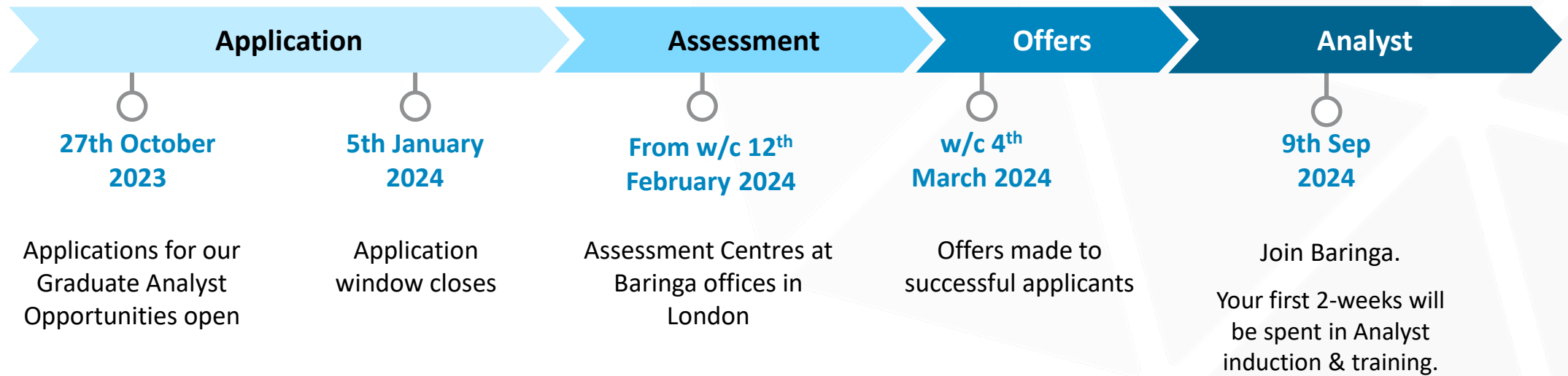
Our socials

We know how to have fun, with tons of socials and special events all year round: Bowling, Laser Tag, Bar and Food, Terrarium Workshops...



2024 Graduate Analyst Application

What to expect



SECTION 5:

Analyst Experiences

Analyst experiences

Hear from our Analysts on what it's like to work at Baringa



Name: Evan Ng

Business Unit: Energy & Resources:
Power and Low Carbon Solution



I joined Baringa as an Analyst in the Power and Low Carbon Solution team upon completing my MSc in Energy Systems at the University of Oxford. Since joining, I've been exposed to a wide range of projects, including leading the revenue projections of major offshore wind farms, identifying the wider social impacts of cross-border electricity interconnectors, and developing novel energy system analysis tools! There are so many opportunities to expand my knowledge of the energy sector and I also get to learn directly from senior members of the team.

The support network in Baringa is incredible. I feel that the senior team members I've worked with are more like mentors that genuinely care about my career developments, than just people who manage me. I am able to gain honest career advice from them and they also actively help create opportunities for me to develop my desired skill sets and knowledge. Not to mention, the team is also incredibly open to new ideas and innovative approaches to improve project deliverables (do not hesitate to share your thoughts even if you are fresh out of university!). There's always opportunity to experiment with new ideas and develop new skills in Baringa!"



Name: Noelle Greenwood

Business Unit: Financial Services: Banking



For me, there are 3 stand-out elements of Baringa's Analyst experience:

Exposure to clients and the best of Baringa expertise. Far from being a 'cog-in-the-wheel', Analysts are valuable members of uniquely small teams. Small team size at Baringa means you get exposure to the depths of client challenges to build your skills and expertise, plus Baringa's flat hierarchy means exposure to senior team members and internal experts who encourage you to grill them with your questions. Overall, this means you zoom up the steep learning curve and quickly become an asset to your team and Baringa as a whole.

Employee wellbeing. It's no secret that consulting is a demanding career path, but Baringa's focus on People and flexible working means you quickly build a strong support network, develop the ability to manage your wellbeing and play a part in an inclusive workplace. In practice, this means your managers and advisors encourage you to have a good work-life-balance, while you can have open and meaningful conversations about topics that you care about. A good example of this is the Female Leadership series I was a part of, where the women in my BU held in-depth discussions about imposter syndrome, in-out groups and self-confidence (to name a few).

Having fun along the way! You get the pleasure of working beside genuinely kind and fun people who want to have a good time while smashing client work. Both across the Analyst community, your BU and beyond, there are LOADS of initiatives, activities and events to get involved with from sports to fundraisers to you name it!"

Analyst experiences

Hear from our Analysts on what it's like to work at Baringa



Name: Kunle Odofin

Business Unit: Products & Services: Pharma & Life Sciences

“ Having had no prior experience in the world of consulting, this was a bit of a daunting experience for me - but on reflection, the transition couldn't have been smoother. From day one, everyone I met (irrespective of how senior) made me feel incredibly welcome and were always more than willing to take time out of their day to offer me support and answer any questions I had. I can't speak highly enough of the culture at Baringa. Everyone you meet here genuinely cares about your development and wants you to be the best you can be - which for me, felt like the perfect environment to start my career as a consultant.

I work in the Pharmaceutical & Life Sciences business unit - through which, I've had the opportunity to interact and work alongside people from all different walks of life with a wealth of experience and expertise across the industry. I've been involved in transformation projects which has allowed me to get an insight into the structure and inner-workings of major pharmaceutical companies as well as form strong professional relationships while working collaboratively alongside our clients.

Outside of my client work, Baringa offers the chance to unwind and socialise with colleagues - from Wednesday night football to cultural-heritage events, there's always something to choose from.

Overall, if you're looking for a company which is invested in your growth and always puts its People first, Baringa is your best bet.”



Name: Clarissa Piper

Business Unit: Financial Services: Capital Markets

“ I joined Baringa's Capital Markets practice as an Analyst about a year ago with no prior work experience. Although this was a daunting step, I was amazed by everyone's efforts to welcome me and help me land well. From trainings to mentoring sessions with my manager and advisor, I feel like people at Baringa genuinely care about helping me develop personally and professionally. There are also various social activities to get involved with on different levels, which are amazing to get to know the wider team in your BU, at your level, or across Baringa more widely.

Whilst receiving lots of support to grow and develop, I am also being given a lot of responsibility on my projects, where I get a lot of exposure to client teams and have the chance to try a variety of roles from analytical and project management to roles to negotiating with client stakeholders.

One of the best things about working at Baringa is its unique culture. No matter the level of seniority here, people are incredibly kind, always open to help with any questions or problems, and happy to take the time to meet and check in with you. I genuinely think Baringa is a great place to work with an amazing culture and increasingly diverse community. I would definitely recommend Baringa to anyone looking to work in consulting, especially for someone in the early stages of their career.”

SECTION 4:

An inclusive environment

Baringa differentiators

Putting people first, creating impact that lasts

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 industry knowledge

Our approach & engagement style

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.

Our relationships

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.

Our culture

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.

Delivery excellence

Our people

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 .

Our Principles, Values & Behaviours

How we work at Baringa

Principles	Values	Behaviours – how we act at Baringa
Be Kind	Inclusivity	I am inclusive, respecting the contribution of each individual.
	Collaboration	I collaborate with my peers and clients, recognising the team output is greater than the individuals.
	Compassion	I provide honest and constructive feedback, and challenge with good intent.
Be Curious	Passion	I am passionate about adding value to our clients and Baringa.
	Innovation	I seek innovative ideas in order to deliver creative solutions.
	Growth-Mindset	I continuously learn to maximise mine and others' potential.
Be Great at Work	Integrity	I do the right thing by our clients, our people and Baringa.
	Quality	I deliver high quality ideas and service that I am proud of.
	Ownership	I take personal ownership for my performance and attitude.

D&I at Baringa

At Baringa we believe that diversity is paramount to driving creativity, innovation and value that we are all the richer for

Race, ethnicity and gender are our global focus areas. This means we report internally and externally on our progress against these areas and engage each of our geographies on ways to improve representation and engagement in these areas.

Beyond our global focus areas, **we have established six employee networks** that are an integral part of our business, dedicated to supporting individuals across the company irrespective of background, personality or profile. This ongoing commitment challenges us on identifying and influencing our strategy, recruitment, policies and processes in order to further our goal to become a truly diverse and inclusive workforce.

We recognise that many of our colleagues identify with a mix of intersectionality's and have the opportunity to join multiple networks to which they identify as, or that they are an ally to. **We want all colleagues to feel a sense of community, where they are open to share their experiences or challenge with full psychological safety.**



We champion the importance of a diverse and inclusive culture. We know that by creating a workforce which reflects the diversity of our society and celebrates differences, people will feel free to be themselves.

Katy Mirzaie, Partner & D&I Lead

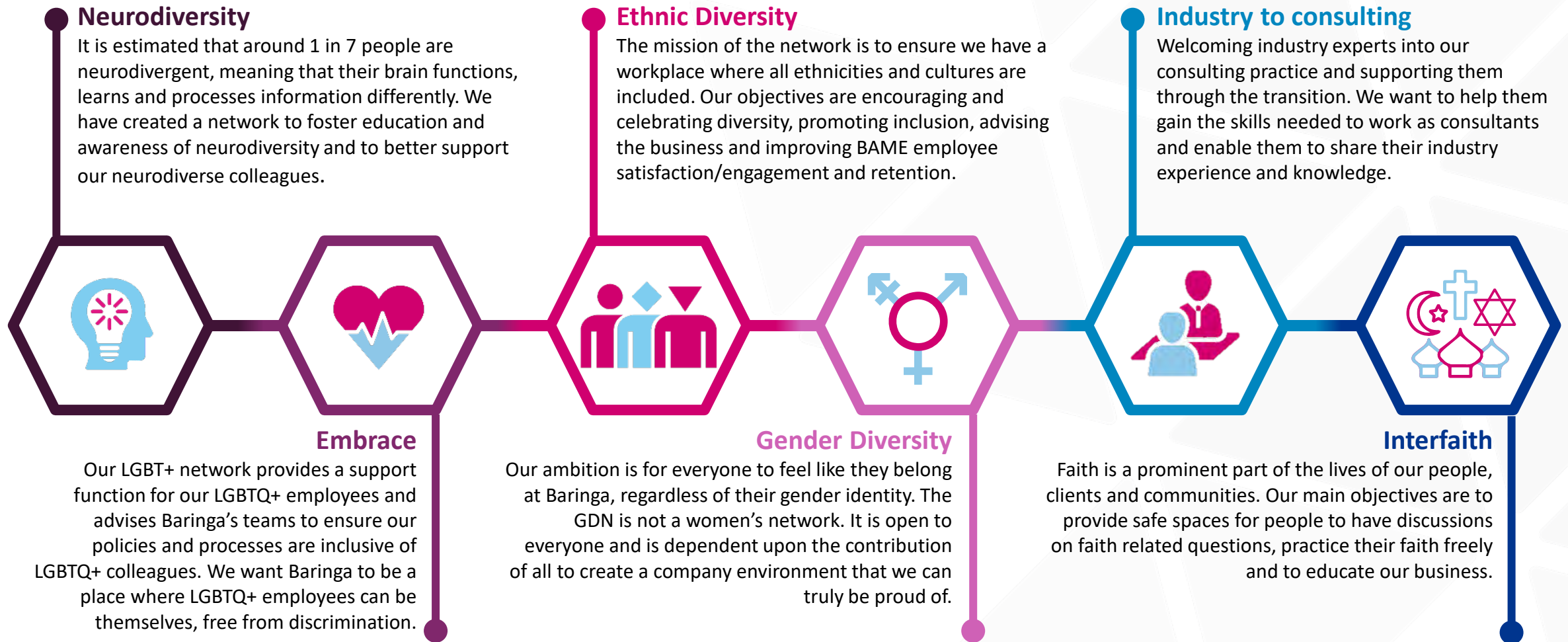


Diversity is being invited to the party. Inclusion is feeling comfortable enough to dance.

Introducing our networks

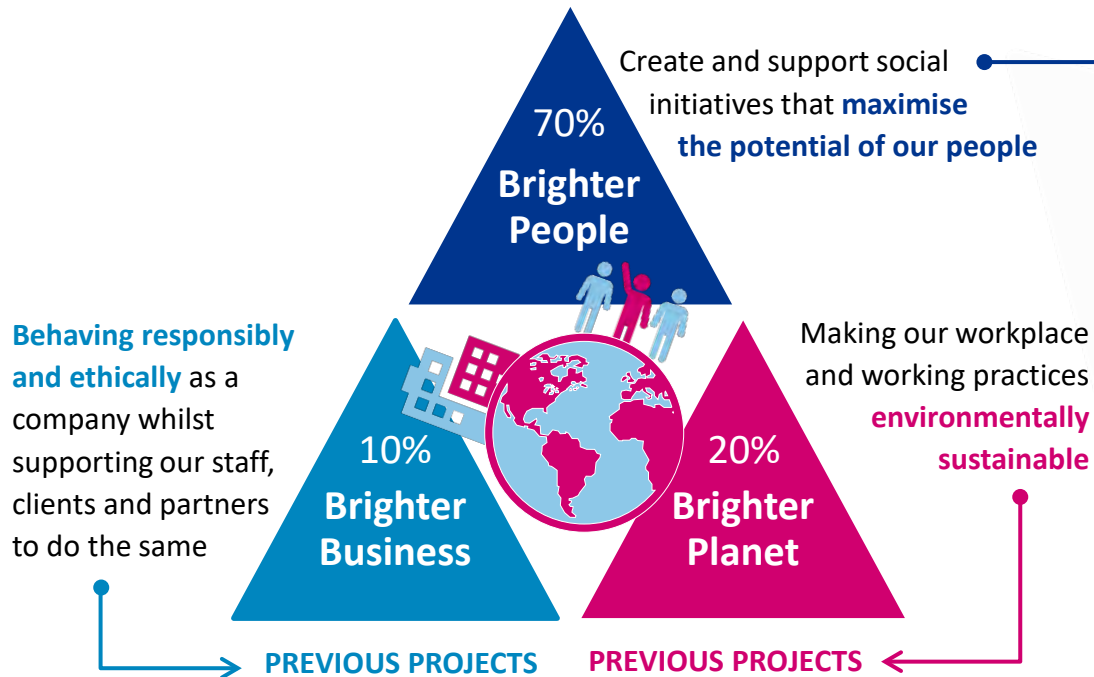
Helping everyone have a sense of belonging, celebrating diversity and keep inclusion a top priority

Along with challenging processes and advising on inclusive practices, the networks organise campaigns and events such as International Women's Day, Pride, Black History Month etc.



Corporate Social Responsibility

We are a company that stands for something. Our vision is of **Brighter People**, working in a **Brighter Business**, helping future generations to enjoy a **Brighter Planet**



Behaving responsibly and ethically as a company whilst supporting our staff, clients and partners to do the same

Create and support social initiatives that **maximise the potential of our people**

PREVIOUS PROJECTS

Envision Community Apprentice scheme:

Become a mentor to local schools

Education for the Children:

Become a mentor for business students at the School of Hope in rural Guatemala

Other CSR Policies

The Baringa Community Fund

£250k to support CSR projects through "pro bono" or "low bono" deployment of our core consulting skills

Charity Days

Employees are encouraged to participate in community and charity work and there is an annual allocation of one day per employee for such activities

Groundwork Air Quality project:
Help design and build an eco space at ConStreet children's centre (Jan 2017)

Green IT:
Help investigate options for improving the environmental impact of our IT practices e.g. walk up printing

Sustainable sourcing:
Supported the development and implementation of our supplier assessment framework

Cycle to work



Baringa offers a cycle-to-work scheme, in which employees are able to select a bike package from a participating provider and buy the bike through a salary sacrifice scheme and benefit from tax and NIC exemptions

Sponsorship Matching

The Company will match the total donations that an individual employee raises for charity; up to a capped limit of £200 per year

Sustainability – Our Principles and Priorities

To ensure Baringa is maximising our net positive impact for our people, clients, communities and the planet we have defined 9 key principles to live by and 4 key priorities to focus our efforts

Key principles

Environment



- ✓ Take actions based on **science**
- ✓ **Reduce** consumption and carbon emissions first, then mitigate
- ✓ Act as a **multiplier** through supply chain, people and clients

Social



- ✓ Put **people** first
- ✓ Create purposeful **partnerships**
- ✓ Leverage our unique **skills**

Governance



- ✓ Take **accountability**
- ✓ Be **transparent**
- ✓ Make **holistic decisions**

Key priorities

1

Mitigate Climate Change

Align our whole business with a <1.5 °C warming scenario



2

Improve social value

Improve diverse access to the workforce and specifically create routes into consulting for under-represented young people



3

Partner for Goals

Increase our multiplying effect outside direct client delivery in support of our sustainability goals



4

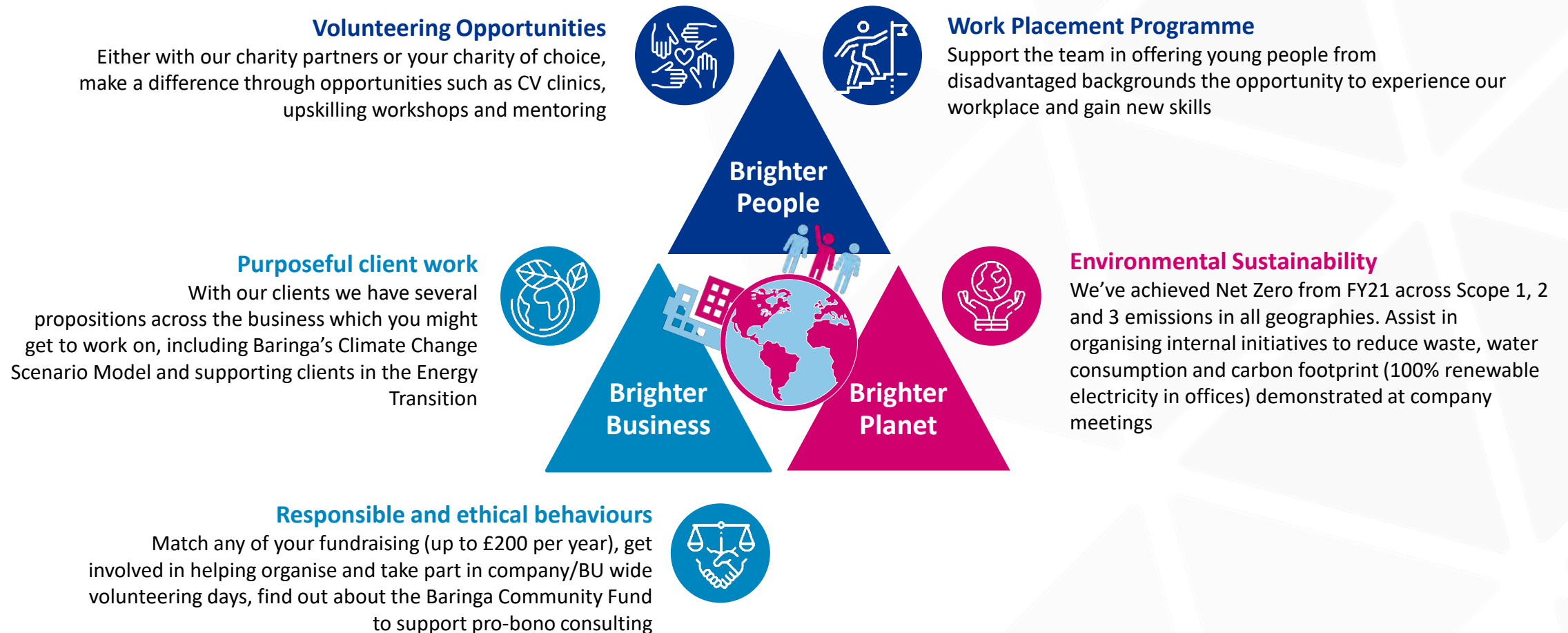
Build a responsible and resilient institution

Improve transparency on our sustainability performance with our people, clients and the market



Examples of Baringa Initiatives

During your internship, you'll be empowered to 'Do great things' you're passionate about, add purpose to the work we do and shape our sustainability impact regardless of geography or level



SECTION 5:

Reward

SECTION 5.1:

Wellbeing & benefits

Your wellbeing and benefits

Baringa is a listening organisation, one that's continuously learning and improving. We want to help you:

Look after you...

Baringa treatments

We understand the importance of mental and physical health, so we provide a comprehensive range of services that suit your needs.

Our employees have access to an Employee Assistance Programme, Private Medical Insurance, Doctor@Hand and our Mental Health First Aiders.



Baringa People Fund

We want to encourage a healthy approach to work and life and we recognise that wellbeing is individual and not one size fits all. Our People Fund helps people support and actively manage their wellbeing through an activity of their choice.

An allowance of GBP300, EUR350, USD400, AUD550, SNG555, BGN450 is given to all employees (including those on a fixed-term contract of 6+ months).

Look after your money...



Profit Share Scheme

Baringa runs a **TRANSPARENT** profit share scheme based on individual and company performance.

Financial wellbeing

We provide workshops to give everyone the opportunity to access more information on financial planning and money management, as well as a deep dive into our benefits and employee packages.

Look after others...



Corporate social responsibility

We offer our employees 3 days per year to increase the impact Baringa can have with social and environmental causes that we value.

Look after your family...

Flexible absence

We give employees flexibility when taking unpaid absence. This could be taking 6 weeks out each summer to align with school holidays or taking an extended period out regularly for travel purposes.

And these are only a few of the benefits we offer...

SECTION 5.2:

Recognition & events

Recognition

It is our belief that no one represents or celebrates Baringa better than our own people



Annual Awards

Our **Annual Awards** recognise the outstanding work our teams have done each year. From delighting clients, to delivering innovative projects, and supporting our people to giving back to our community, the Baringa Annual Awards is our chance to showcase our colleagues.



Spotlight Awards

At Baringa we believe in ‘on the spot’ feedback and recognition. **Spotlight Awards** allow anyone in the business to give praise to someone who deserves it. Our spotlights range from someone who went above and beyond on a project, to someone who demonstrated our core values and behaviours in a particular situation with another employee.



Regular Promotion Rounds

We have a strongly meritocratic career path including four **promotion** rounds a year, as well as training, mentoring and leadership development opportunities.

Events

Our flagship company events underpin the importance of the Baringa family

Baringa places a great deal of importance on celebrating individual and collective achievements both professionally and personally.

From **formal events**, previously held at the Connaught Halls, National History Museum and Guildhall, to **summer celebrations**, with far-flung visits to Croatia, Sorrento and more, to our **Winter Party**, full of cheer at places such as Aqua Kyoto/Aqua Nueva, The Fable and Mint Leaf Bar and Grill – **there's something for everyone.**

We invite employee's families to these events too, as we recognise the role they play in supporting our employees through their career.

