



Baringa Summer Internship

Overview Pack

Summer 2024





Welcome!

The purpose of this pack is to provide you with an overview of Baringa and to answer some of the questions you may have regarding our Summer Internship

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



SECTION 1:

Who we are

Our history

22 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.



UK'S LEADING MANAGEMENT CONSULTANTS 2023



WORLD'S BEST MANAGEMENT CONSULTING FIRMS

Forbes 2023
POWERED BY STATISTA

Our achievements

Over the last four 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.



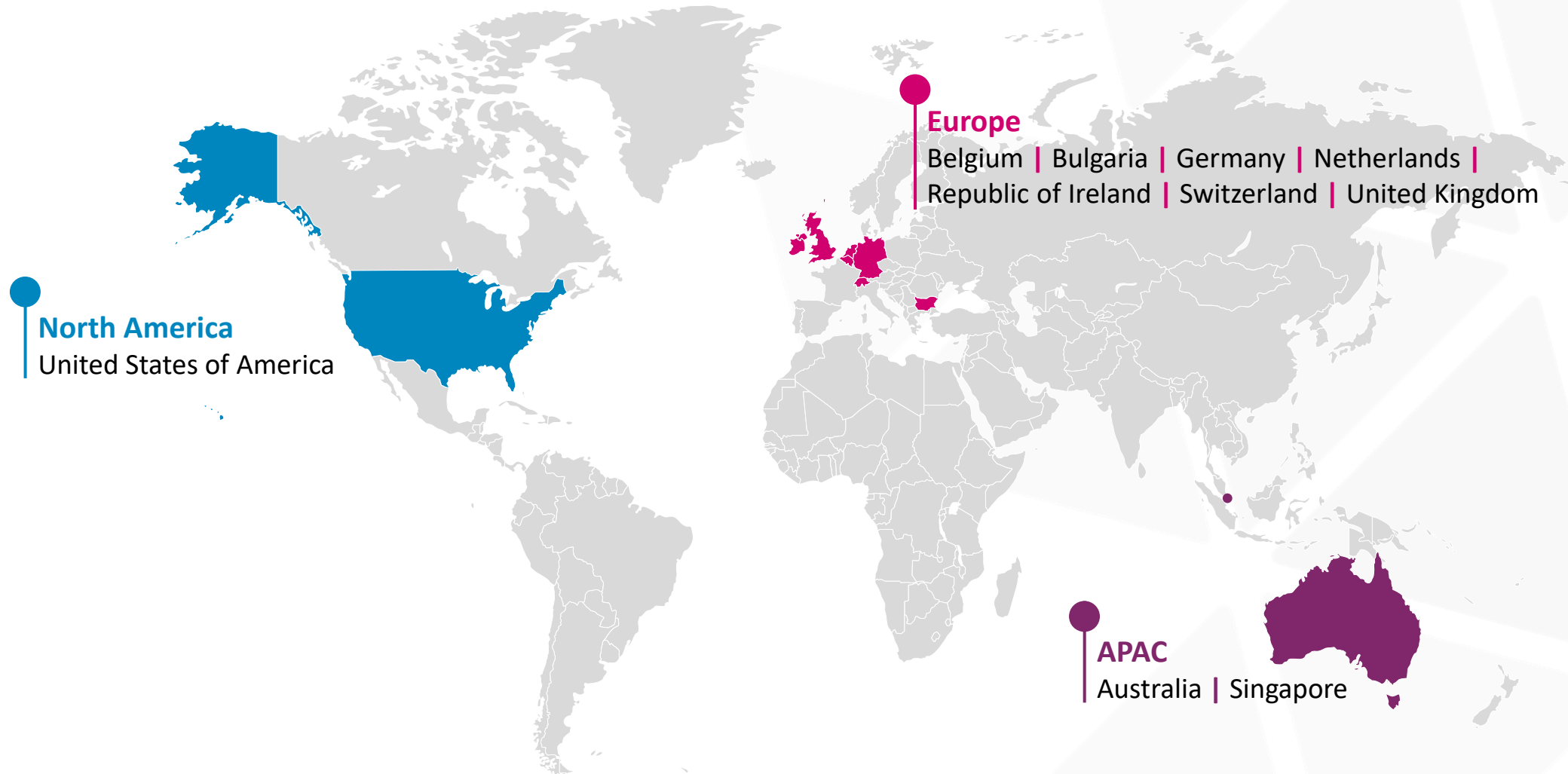
Underlying everything we do are our principles: **be Kind, be Curious, be Great at Work**

SECTION 2:

Where we work

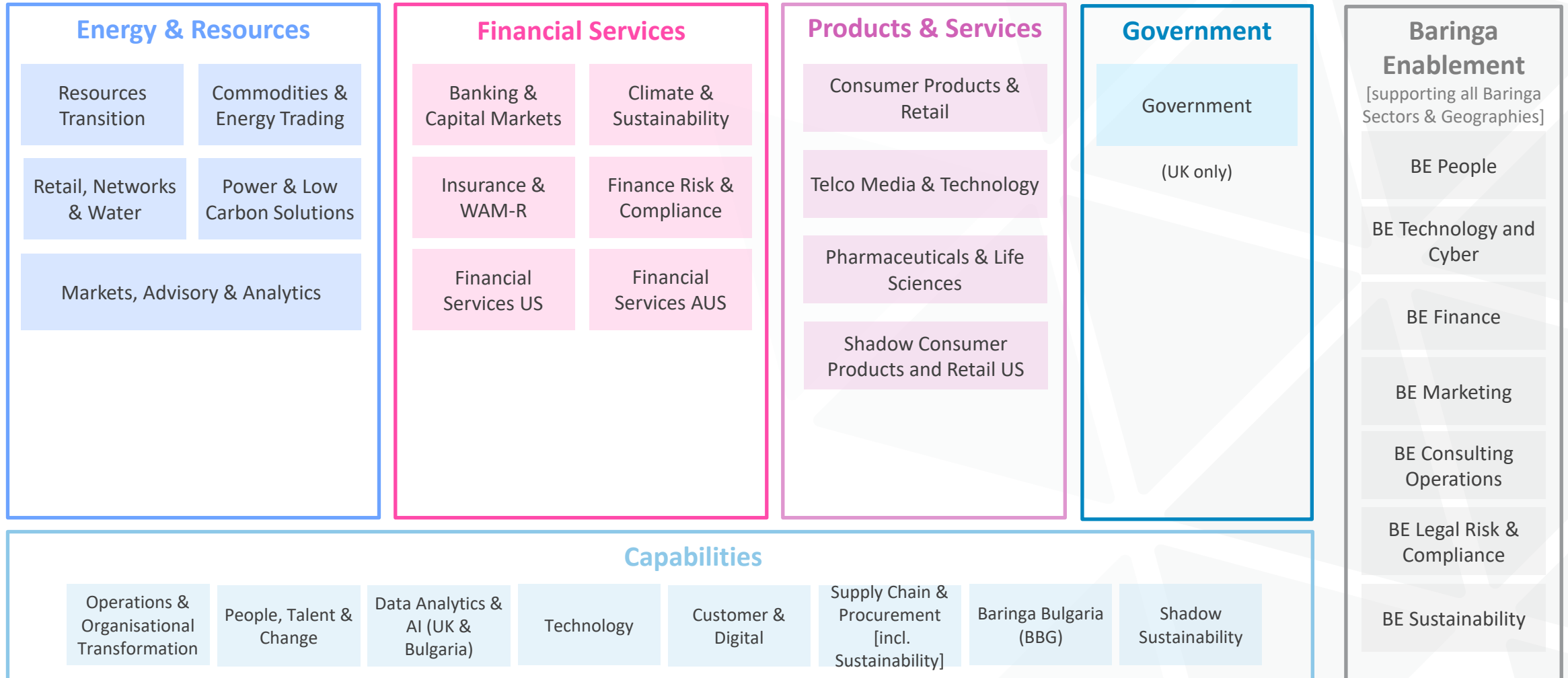
Where we work

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



Where we work

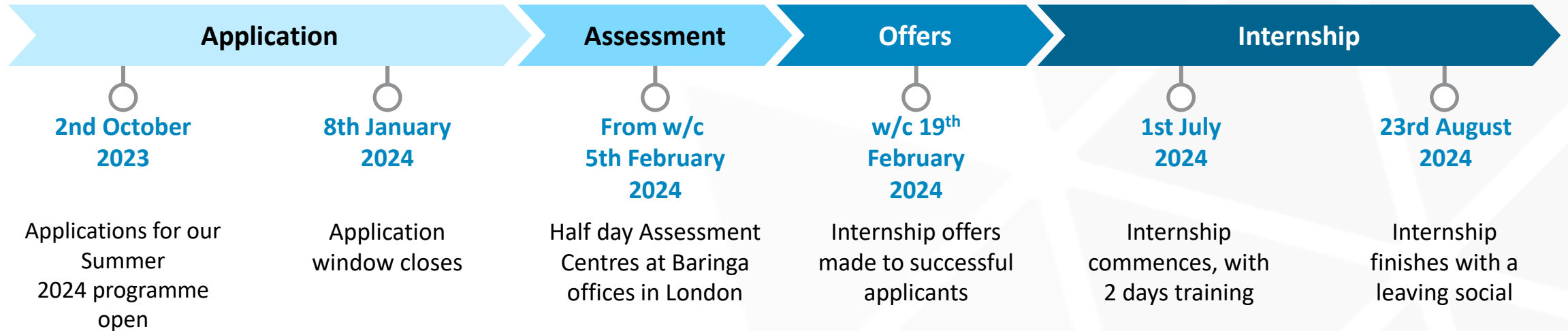
The sectors we operate in



SECTION 3:

The Summer Internship

Key Dates for the Summer Internship 2024



During the internship itself, we will also be organising the following:



Weekly one-to-one catch ups with your Project Manager



Invites to **Business Unit social events**



Intern **socials**



Coffees with your '**Baringa Buddy**'



Knowledge sharing and training sessions on Friday lunchtimes



Opportunities to attend **interest groups** and other opportunities for learning

Our Summer Internship Programme

Baringa believes strongly in its internship programme and is committed to investing time, effort and energy into making it a great success



What's in it for you?

- ▶ The eight-week programme provides you with real-life experience in an award-winning management consulting firm for people in their penultimate year at university.
- ▶ It gives you a chance to understand what a future career in consulting could look like.
- ▶ There is a potential offer of permanent employment as an Analyst at Baringa after you've finished your degree.



What's in it for Baringa?

- ▶ The opportunity to provide university students real work experience and career guidance by offering an insight into working in the consulting sector.
- ▶ The opportunity to find and get to know potential future employees.
- ▶ Introduce a new set of insights, enthusiasm and ideas to the company.



Baringa has enjoyed repeated success with **The Great Place to Work® Institute**, winning awards for Best Workplace in the categories of Wellbeing, Women and in Consulting.







The Internship

What to expect in your project & role


Induction & Training

The first two days will be based in the Baringa head offices, covering:

-  A general induction of the company
-  Training to get you set up with your core consultancy toolkit
-  Soft skills training to prepare you for your first day on client site, including how to handle challenging client situations and some jargon busting
-  Celebrate the end of your induction with a fun-filled team activity

Your client project

You'll be staffed on one project throughout your internship and will:

-  Be treated as though you are a Baringa Analyst
-  Be responsible for a set of deliverables and adding value to your client's organization
-  Get a real-life Baringa management consulting experience

Project work

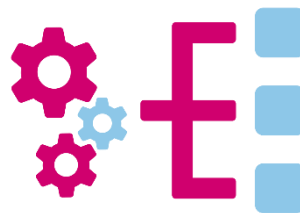
The objectives and role expectations for your internship will be discussed with you during your meeting with your Project Manager on day one.

You'll then have regular diarised meetings with them throughout your internship to review your ongoing progress and to discuss any other ideas, questions or concerns you might have.

Internal initiatives & learning

You'll be able to take advantage of:

-  A range of 'Lunch n Learn' sessions (run every Friday at the Baringa office)
-  Meetings with colleagues to understand their roles and experience at Baringa
-  Get involved in social events with your Business Unit



Intern initiatives!

The Intern Engagement Team host a variety of socials, buddy initiatives and brownbag sessions.

BUDDY GROUP

On your internship you'll be part of a broader buddy support group with one analyst and 10 interns. This is a great place to give feedback about your experience and ask any questions.

COFFEE ROULETTE

To make sure everyone has the opportunity to get to know each other well, a few interns will be assigned 'coffee pod leaders' to catch up with everyone.

BUDDY SWAP

This entails a one-off catch up with a buddy from a different area of the business giving you the opportunity to network with other analysts and understand what a typical project looks like in that area.

SOCIALS

Getting to know your colleagues well on a personal and professional level is key part of what Baringa is all about! There are plenty of socials on offer in all aspects of the business, but you'll have an intern-only mid-point and final social whilst you're with us. This can be ANYTHING – previously we've had ice skating, axe throwing and scavenger hunts!

BROWNBAG SESSIONS

Brownbag sessions are run every Friday during your internship, these are interactive seminars, typically lasting an hour, to help you learn more about Baringa, our clients and our people.



SECTION 4:

Your support network

Your Support Network

For the duration of their internship, each Baringa intern is assigned a...



Project Manager

& Buddy

Work together?

Will work with on client site

Can be separate from your work

Formal or informal?

A formal role

includes objectives setting and performance feedback

An informal role

through which interns can meet others and be able to ask for general advice or what may be perceived as “silly questions”

What's their role?

- ▶ Primary point of contact
- ▶ Coach and mentor throughout internship
- ▶ Provide on the job training
- ▶ Sets internship objectives
- ▶ Provide 'real time' project feedback throughout
- ▶ Guides progress on final presentation
- ▶ Attends final presentation

- ▶ Peer connection
- ▶ Helps think through day-to-day questions
- ▶ Helps provide a social network
- ▶ Can help advise on preparation for final presentation

How often to meet?

Every week to discuss your progress and performance, but ongoing / 'real time' feedback is also the norm. Additionally, they will provide you with a **formal 'half way point' performance assessment.**

It's up to to you and your Buddy how often you meet but we **suggest going for a regular coffee or lunch once a week to catch up**; don't be shy to ask your buddy questions – that's why they're there!

SECTION 5:

Intern Experiences

Intern Business Unit allocations

Before you apply

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'.

This will help you best understand where your interests align.



Name: Isabella Shortman

Level: Analyst (ex intern)

Business Unit: Supply Chain and Procurement

Considerations to be aware of

At Baringa we welcome hearing your Business Unit preference during your assessment centre, and as a business and Early Careers team we try our best to align you with your preference.

However, **we must also ensure we align preference with business demand.**

During the internship

If an Intern's Business Unit allocation is not their number one preferred area of the business, we always ensure the individual is fully supported by their Advisor/project team, so they are provided with all the necessary information.

We also encourage Interns to network with the business to get a better understanding of the variety of work we do within our industry and capability Business Units. Baringa Consultants love talking about the work they do and answering any questions Interns may have!



I applied to Baringa's internship programme having studied International Management and Modern Languages at the University of Bath. I was very open-minded about which area of Baringa I would be working in, but with a business and branding oriented degree and heavily retail-focused work and volunteering experience, I was surprised to be allocated a position within Supply Chain and Procurement - a field I had no prior knowledge of.

Throughout my internship the team were incredibly supportive and were always happy to spend time chatting me through anything I hadn't come across before. This meant I quickly got to grips with the project I was working on and have since re-joined the project as a Supply Chain and Procurement Analyst and I really enjoy working with the team and my project."

Intern experiences

Over the next few slides, you'll discover stories from some of our ex-Interns – now turned Analysts!



Name: Sam Austin

Business Unit: Resources Transition

Client: A global oil & gas company



I had an amazing internship at Baringa solving real world energy transition problems for our client. I engaged the client on multiple aspects of their business to establish how best to help ensure a smooth phasing down of oil production. I worked with great Baringa colleagues who I learnt a huge amount from and to this day still reflect on some of my learning throughout the 6 weeks. I took ownership of client workshops and gave critical insight into the organisational design for their operating model. I was also tasked with reporting on future opportunities when it came to asset re-use and re-purposing and presented my findings back to the partner group.

The greatest thing about the internship at Baringa is that I was given real responsibility and ownership over key deliverables from day one. This gave me a real sense of belonging amongst the team as I felt I was able to deliver real value to the client. The social side of the internship programme also enabled me to build lasting connections with my cohort but also with senior Baringa colleagues. Outside my business unit and project, I met some great individuals who really took to the time to answer my questions and help my personal development. It was clear this fantastic culture is at the heart of the firm and was evident when we had the Resources Transition social for a night of darts at Fight Club. I enjoyed the internship so much that I joined as a full time analyst at the earliest start date!



Name: Miraan Amin

Business Unit: RNW

Client: A UK Water company



My internship at Baringa was amazing. After leaving university and working in the time before my internship at a company which had no culture whatsoever, I found myself at the other end of the spectrum at Baringa. At Baringa, everyone you meet is an incredible individual; kind, easy to talk to, and incredibly passionate about their specialisms. With this, it gives you a great opportunity to expand your network and learn about industries you are interested in over coffee chats and lunches. The ability to reach out to anyone across the business, regardless of their job title, and discuss their experiences and knowledge in their industry was something I loved during my internship.

I was placed on an organisational transformation project for a UK Water company. From an analytical background this was something I was nervous and excited for. Having an amazing team around me really helped, I was able to ask questions, take feedback, and learn a range of new skills over the internship. I loved the fact I was given real responsibility, making client deliverables and even given the opportunity to lead a meeting with the client to present my work back to them. Having re-joined as an Analyst, nothing has changed. The culture, work, and enjoyment I get working at Baringa is still as amazing as before.

Intern experiences

Over the next few slides, you'll discover stories from some of our ex-Interns – now turned Analysts!



Name: Jen Atherton

Business Unit: Pharmaceuticals & Life Sciences

Client: A global pharmaceuticals company

I worked on a process simplification project at a global pharmaceuticals company. I was part of a team of 5 people from Baringa on my project and we were part of a larger team from Baringa working across the portfolio. This gave me the chance to be close to my work with hands on support from both my Buddy and PM whilst also being part of a larger piece, giving me a chance to be learn more outside of my immediate project. I attended (very long) workshops held virtually, helped with project management, and was involved in the production of deliverables for the client. My responsibility increased over the 8 weeks giving me chance to own some pieces but I was always well supported by those around me. I learnt so much about the client, Baringa, consulting, and working life in general. My proudest moment was designing a tool that is now used across the client's business.

Outside of client work I got involved in the EMBRACE (LGBT+) network. I had the pleasure of working with a couple of other interns to write an article for GUncles day. It was not only really good fun but also provided us with an opportunity to own something from end-to-end. Our articles was sent around the whole company and we received some amazing feedback. I was also lucky enough to be able to attend some after-work social events. This gave me a great chance to get to know my colleagues better and let my hair down (so to speak anyway!).

Overall, I loved my internship with Baringa. I learnt so much about the working world and how to excel within it. Everyone I met was so lovely and would always put aside time to help if asked. Baringa is a truly great place to work if you want to not only excel professionally but also enjoy yourself at work.

Intern experiences

Over the next few slides, you'll discover stories from some of our ex-Interns – now turned Analysts!



Name: India Hicks

Business Unit: Commodities and Energy Trading (CET)

Client: A global gas & oil company



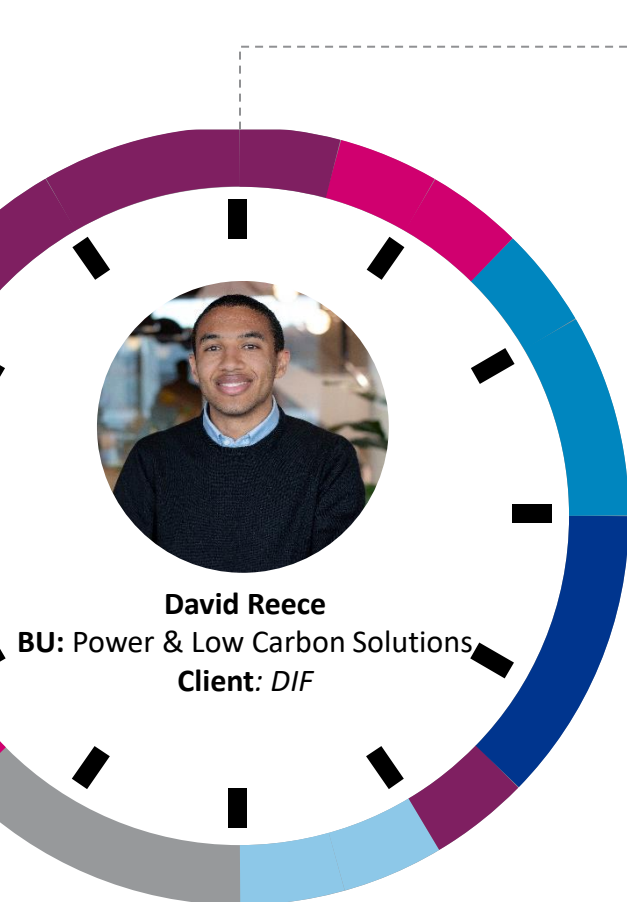
I spent my internship working on a research project for an Oil and Gas major, understanding how they calculated their emissions and what they were reporting alongside the competitors in the market. This research fed into a larger report that I completed when joining as an Analyst. This report has recently been used in meetings concerning Greenhouse Gas emissions with some of the world's largest emitters, even being fed up to the CEOs of these companies.

I was surprised by the depth of knowledge that I gained on the internship surrounding Trade and Emissions Reporting. I was working with two senior members of the Energy team who gave me fantastic support throughout, allowing me to learn very quickly and participate in client meetings. As an Intern you are treated equally to an Analyst which gives you a great sense of what a permanent role at Baringa will be like.

Baringa has a real focus on maintaining social events throughout the year, from large biannual events to smaller monthly socials. This was no different on the internship and allowed us to get to know one another, creating a fantastic sense of community to join the company with following the internship. Since joining Baringa I have found it really comforting to be part of a cohort to navigate the first steps with and most importantly, I have genuine friends at work.

Baringa has an extremely welcoming culture, and as an intern you are encouraged to meet as many people in your Business Unit as possible, these conversations were always positive and insightful, resulting in a feeling of being part of the team by the end of the internship.

A Day in the Life of a Baringa Analyst



David Reece

BU: Power & Low Carbon Solutions
Client: DIF



7.30am Wake up, have some breakfast and get ready for work!



8.30am I head over. On my projects I would give my project manager daily status reports. The purpose of these are to track project progress, discuss any updates and establish tasks for the day/week



8.45am Every day I always block out 15 minutes in the morning to plan my day. During this time, I respond to any emails and create my to-do list for the day



9:00am I continue with my main client deliverables. I am currently responsible for updating the Battery Market reports for Q1 2023 across a wide variety of European markets from Belgium to the Baltics to be later sold to clients across Europe



11.30am I have my weekly meeting with my Advisor. We discuss any questions I have, and I get feedback on how I've been doing



12.00pm I meet with my buddy (a new intern) to catch up on anything she might need help with as well as helping her settle into Baringa



12.30pm Take lunch break and network with internal employees from members of my BUs to wider Baringa.



1.00pm Creating unique modelling information/predictions around CfD optimisation for clients starting new onshore operations in Poland.



3.30pm Attend another buddy session with my more experienced buddy from RT to help talk about any issues or questions I might have



4.00pm I start work on a side of desk project for RT to present useful information on a topic area to Wider RT business unit














6.00pm I finish work for the day and head to an RT/PLCS social

A Day in the Life of a Baringa Intern



Beth Farnsworth
BU: Energy Retail
& Networks
Ofgem

-  **7.30am** I get the train into Canary Wharf and read the news on the way. There is sometimes something about the project I'm working on which is pretty cool.
-  **8.00am** I get into the office and get teased for getting in too early (I'm an early riser and I hate packed trains so I chose the slightly early start. I was **never** expected to get there that early).
-  **8.15am** I grab a coffee from the café and have a chat with my team members about our evenings/weekends/cats.
-  **8.30am** I look through my emails, make a to-do list for the day and start on whatever is the highest priority. I was putting together an information pack so most of my mornings were spent in meetings with clients, drawing on their expertise.
-  **9.30am** Our team have a quick update meeting to establish our progress and plans.
-  **12.30pm** I meet with my team to get lunch. If the weather was nice we would take it outside.

-  **1.30pm** I write up my morning meetings into my information pack. I attend any other meetings that I have planned.
-  **3.00pm** Seemed to be office snack time, someone would bring some delicious treat into the office to help everyone power through the afternoon.
-  **4.30pm** I have a catch-up with my project manager to ask her any questions I have and get feedback on what I have been working on.
-  **5.00pm** I've normally completed my personal task list and ask whether there is anything I can help the rest of team with, there usually is.
-  **6.00pm** I leave the office and either head home or to a social if there is one.

SECTION 6:

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.

The features of Management Consulting

Building a career in Management Consulting has a lot of advantages – but it isn't for everyone. Here, we share our view on:

Ways of working

Working outside of your preferences



- ▶ **Learning Everywhere:** whilst we aim to put our people on projects they will both enjoy and learn from, in reality consultants can also temporarily work on projects outside of their team or their core expertise. You need to be able to learn from every experience
- ▶ **Quick study:** working on projects outside of your comfort zone, you have to learn to be one step ahead compared to your clients in ideas, problem solving and project management – using the best of your consulting skills

Working with the best

- ▶ **We hire the best:** our hiring process is tough and only the very best and brightest people are selected in order to drive the best outcomes for our clients
- ▶ **Confidence:** this means staying confident about your abilities too!

Working on a variety of projects and topics

- ▶ **Transitions:** in consulting, no project is set in stone, and you'll be regularly changing team, scope and client. You will need to thrive on change, being comfortable with beginnings and endings, working with different people, and managing the transitions between projects

Work-Life Balance



The unpredictability of travel / long commute

- ▶ **Travelling:** and long commutes have always been a pre-requisite of a career within consulting - we go where our clients need us, which could be anywhere and everywhere - both regionally and internationally. The requirement to travel will vary depending on the client and the industry
- ▶ **Managing downtime:** may feel exciting at first, but it can mean you often spend lots of time travelling, in hotel rooms, and away from friends and families
- ▶ **It's part of the role:** in the post COVID world, the requirements of travel has softened but not disappeared. We will always try to work around your circumstances, but but you need to remember this remains an expected requirement

Working for two organisations

- ▶ **Baringa & the Client:** consultants can often feel they work for 2 different organisations, Baringa and their client.
- ▶ **Prioritising:** this means learning to balance Baringa work with client deliverables, which can be challenging! You must learn to prioritise

Performance & Progression



Internal networking to help you grow

- ▶ **Management Support:** unlike a “normal job”, in consulting you will have varying management support – your Project Manager, who changes with every project - and your Advisor who is constant. Your Advisor supports you with your ongoing development, performance management and offer pastoral care, and your Project Manager supports day to day work
- ▶ **Your Progress:** the performance management and promotion processes are done by committee, not just the Advisor. Therefore, it is important you build a strong internal network, so that those in your Business Unit can give examples of your work and support your progress

Shifting dynamics as you progress:

- ▶ **Relationships:** as you progress in your consulting career, business development and supporting internal initiatives become more and more important. You will need to enjoy building a network, relating to and understanding others needs and wants both with clients and with others in the team

DEI 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.**



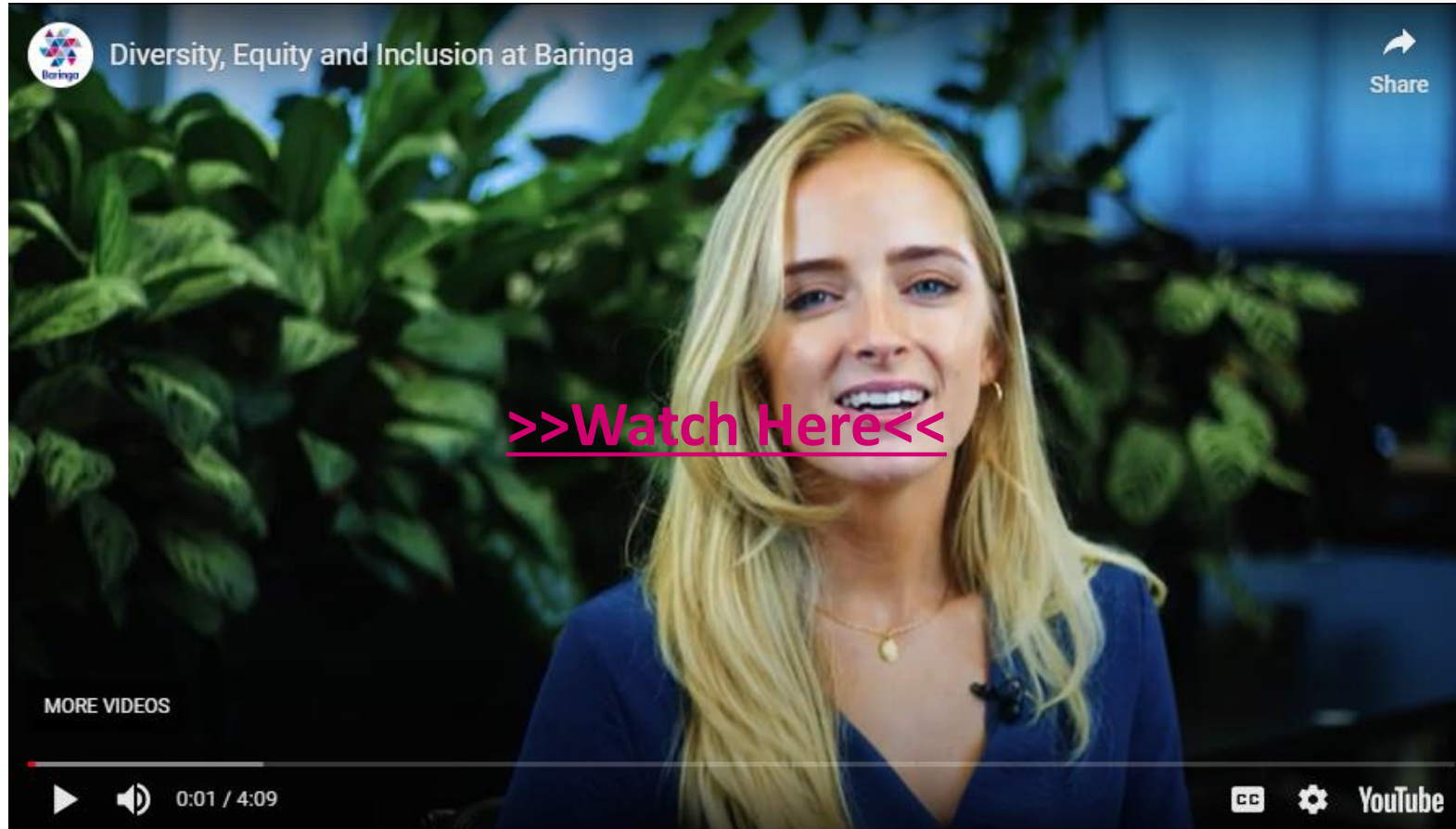
We champion the importance of a diverse and inclusive culture. We know that by creating a workforce which reflects the diversity of our society and celebrates differences, people will feel free to be themselves.

Katy Mirzaie, Partner & D&I Lead

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

DEI at Baringa

Our overarching principles and values of how we further our DEI efforts at Baringa.



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.

Neurodiversity

It is estimated that around 1 in 7 people are neurodivergent, meaning that their brain functions, learns and processes information differently. We have created a network to foster education and awareness of neurodiversity and to better support our neurodiverse colleagues.

Ethnic Diversity

The EDN and its subnetworks (Black at Baringa, Casa Baringa, Mixed Heritage, South Asian, South Asian, Middle East & North Africa, South East & East Asian) play a key role in recognising the wealth of different languages, cultures and traditions that exist across our company. We actively celebrate this difference and support the creation of a workplace that is fair for all.

Industry to consulting

Welcoming industry experts into our consulting practice and supporting them through the transition. We want to help them gain the skills needed to work as consultants and enable them to share their industry experience and knowledge.

Embrace

Our LGBT+ network provides a support function for our LGBTQ+ employees and advises Baringa's teams to ensure our policies and processes are inclusive of LGBTQ+ colleagues. We want Baringa to be a place where LGBTQ+ employees can be themselves, free from discrimination.

Gender Diversity

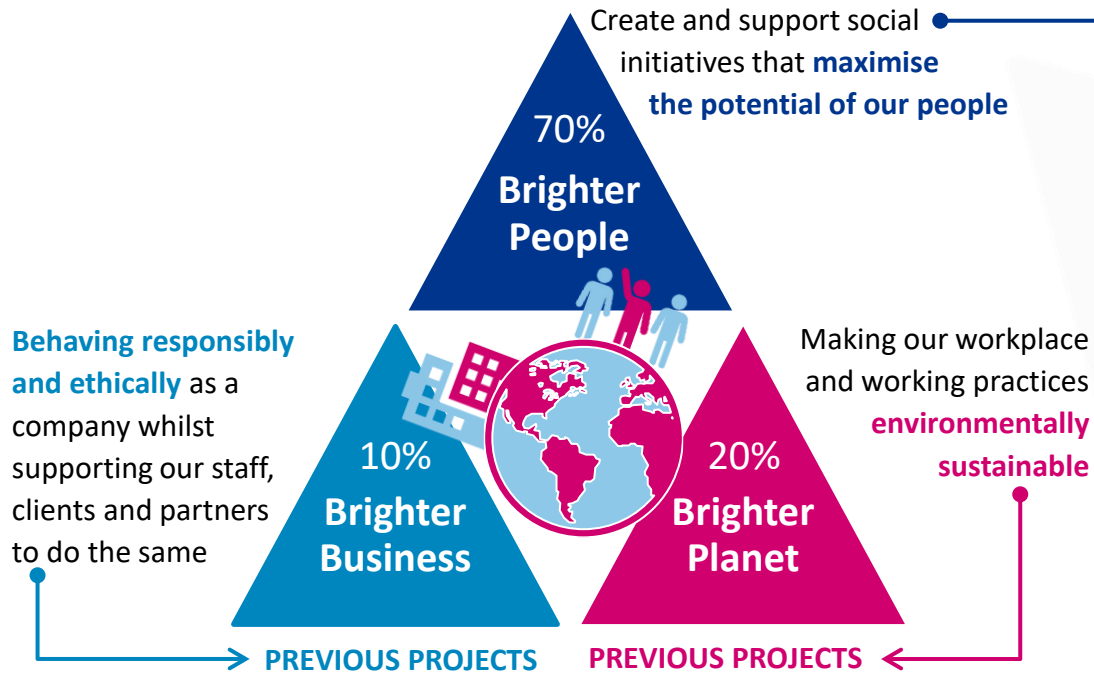
Our ambition is for everyone to feel like they belong at Baringa, regardless of their gender identity. The GDN is not a women's network. It is open to everyone and is dependent upon the contribution of all to create a company environment that we can truly be proud of.

Interfaith

Faith is a prominent part of the lives of our people, clients and communities. Our main objectives are to provide safe spaces for people to have discussions on faith related questions, practice their faith freely and to educate our business.

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**



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)

Sustainable sourcing:

Supported the development and implementation of our supplier assessment framework

Green IT:

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



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

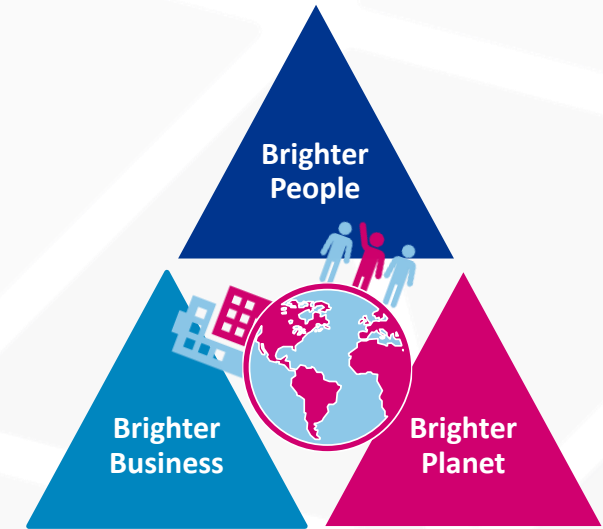
Build a responsible and resilient institution

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



Examples of Baringa Initiatives

During your internship, you will be empowered to ‘**Do great things**’ which you’re passionate about, seek to add purpose to the work we do and shape our sustainability impact regardless of geography or level



Volunteering Opportunities

Either with our charity partners or your charity of choice, make a difference through opportunities such as CV clinics, upskilling workshops and mentoring



Work Placement Programme

Support the team in offering young people from disadvantaged backgrounds the opportunity to experience our workplace and gain new skills



Environmental Sustainability

We’ve achieved Net Zero from FY21 across Scope 1, 2 and 3 emissions in all geographies. Assist in organising internal initiatives to reduce waste, water consumption and carbon footprint (100% renewable electricity in offices) demonstrated at company meetings



Purposeful client work

With our clients we have several propositions across the business which you might get to work on, including Baringa’s Climate Change Scenario Model and supporting clients in the Energy Transition



Responsible and ethical behaviours

Match any of your fundraising (up to £200 per year), get involved in helping organise and take part in company/BU wide volunteering days, find out about the Baringa Community Fund to support pro-bono consulting

Away from the desk

We place a priority on getting together regularly, to share our experiences and celebrate some of our achievements. We provide lots of opportunities for interns to get to know not only each other, but also lots of people across the business, and have fun!



Frequently Asked Questions

Application and Assessment Process



What is involved in the recruitment process?

There is an application form to complete, with questions on your academic achievements, work experience and competency. If you are successful at this stage, we will invite you to attend a half day assessment centre in our London head office. This will include an individual interview, a brief case study and a group assessment involving two exercises.



Who should I contact if I have any questions about the internship or the application process?

Please email earlycareers@baringa.com and one of the team will come back to you.

Internship Objectives & Support



Where will I be based during my Internship?

Due to the nature of consulting, we work wherever our clients are based - however internships are largely UK based. You therefore need to be willing to travel to clients as required. Baringa does have a 3-4-5 policy whereby you will only be away from home for 3 nights a week if on an out-of-town project and will be able to travel home at a reasonable time on Thursday afternoon. We ensure all our interns can spend the day together in our offices in London on a Friday, where we arrange training sessions and social events.



What are the working hours?

The hours you work will reflect the hours the client work, however this should generally be from 9am to 6pm. You may be required to work longer hours at times given workload fluctuations however this should be very minimal for you.



How long are typical Baringa projects?

Baringa's projects range from a few days to a few years. It is likely that you will be joining a project that has already started and will continue after you have finished your internship.



What support will I receive during my internship?

During your internship you will be given support from both a Project Manager and a Buddy. Full details of both who your Project Manager/Buddy will be, and what their role is, will be given on your first day. As a brief introduction – your Project Manager will be the formal point of contact and are there to help you set objectives and provide feedback during your internship. Your Buddy will be an informal point of contact for any ad-hoc questions and a friendly face at any Baringa social events. There is a clear support structure for the internship so you will all be receiving the same amount of support and guidance.



What will my objectives be and how will I be assessed during my internship?

During your first week on client site, you will set objectives with your Project Manager. They will have given thought as to what your objectives should be during your internship before you have joined and you will review these together to ensure that your objective are both challenging, meaningful and most importantly, achievable. At the end of your internship, you will be asked to give a presentation on your project and what you have learnt.



Who should I speak with if I have any questions during my internship?

Your Project Manager and Buddy are a great point of contact for any questions that you may have during your internship. Alternatively, you can reach out to any member of the Internship team who you will be introduced to at the start of the internship. Everyone at Baringa will be happy to guide you in the right direction and you shouldn't feel shy about approaching anyone, even if you feel you might be asking a 'silly' question.



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