



OC&C  
Strategy consultants

UNCOMMON SENSE™

*... because great minds  
don't think alike*

WELCOME

# WELCOME

## CHRIS CO-FOUNDED OC&C AFTER A GENERAL MANAGEMENT CAREER AND SEVEN YEARS EXPERIENCE AT U.S BASED STRATEGY CONSULTANCIES.

Despite having spent over three decades in strategy consulting, I have never woken up bored of my job. What other job allows you to work with the smartest of colleagues, the most successful of clients, on the most complex of problems? A real privilege! And you get exposed to them a decade before you would encounter similar opportunities in the corporate world.

But I guess you know this, otherwise you would not be reading. You will also have worked out by now that we are not looking for ordinary people.

At OC&C, uniquely among major consultancies, the large majority of the work we do is true strategy. Rather than optimising operations or implementing predefined plans, we help business leaders deliver success for their businesses by tackling the challenging questions they cannot answer alone. In order to do this, we need clear thinking people who are able to do this from day one.

*"At OC&C, we want clear thinkers who can help our clients to create the best business strategies and make a real difference to their organisations."*

Your ideas will be welcomed and used by your project team – and in return, we aim to stimulate you and allow you to develop rapidly, to take personal responsibility for the quality of the advice we provide for our clients. If you choose to join us, you are not just beginning a career in consulting.

You will also actively shape the culture and future of OC&C. We've grown rapidly since I co-founded the business in London, in 1987. Yet we are still small enough for you to make a real impact, whether it's organising social events, spending time in our international offices or supporting the business development agenda.

In this brochure you'll learn more about what we do and what makes us tick. If you want to join a firm with a superb reputation for business strategy, in a culture that's challenging, supportive, and fun, then think of OC&C.



**Chris Outram**  
FOUNDER

THE BEST HOME *for the best strategy talent*

# WHAT *we do*

## WE FOCUS ON THE ISSUES THAT ARE CRUCIAL TO OUR CLIENTS' FUTURE AND PERFORMANCE.

We work for senior executives from a range of clients, providing solutions to some of the most exciting strategic problems in consulting today. At OC&C, we believe in solving problems using fresh evidence, crisp analysis and substantial experience. We offer our clients pragmatic and bespoke strategies, not off-the-shelf answers. We treat each problem as unique. There is no generic framework, no rulebook. Our clients are varied; some are multinationals, others are smaller seeking leadership in new and fast growing markets. All are leading companies with a firm grasp of the importance of excellent strategy.

### RETAIL



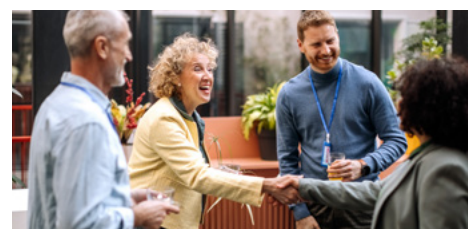
We bring an unparalleled understanding of the customer, and a determined, analytical mindset to deliver results together with retailers globally.

### LEISURE & HOSPITALITY



We work with some of the biggest global players and national names across a broad range of sub-sectors.

### B2B PRODUCTS & SERVICES



We develop and provide superior insight to the winning business models in complex B2B products and services sectors.

### CONSUMER GOODS



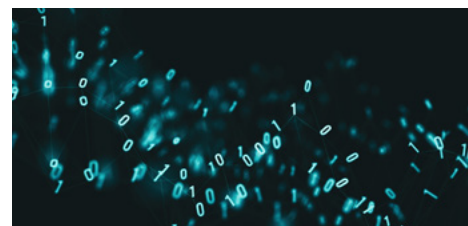
End-to-end thinking on every aspect of your product.

### TMT



We live and breathe TMT issues, working across fast-changing and re-combining domains around the world.

### ANALYTICS



We help clients realise the potential of their data using analytics and AI.

### PRIVATE EQUITY AND M&A



We help investors to realise maximum value from their assets using rigorous analysis and sector expertise across the investment lifecycle.

### DIGITAL



Our cross-sector Digital team brings together experts with the capability and experience to help businesses scale and thrive in today's digital age.


# GLOBAL *yet local*

10 

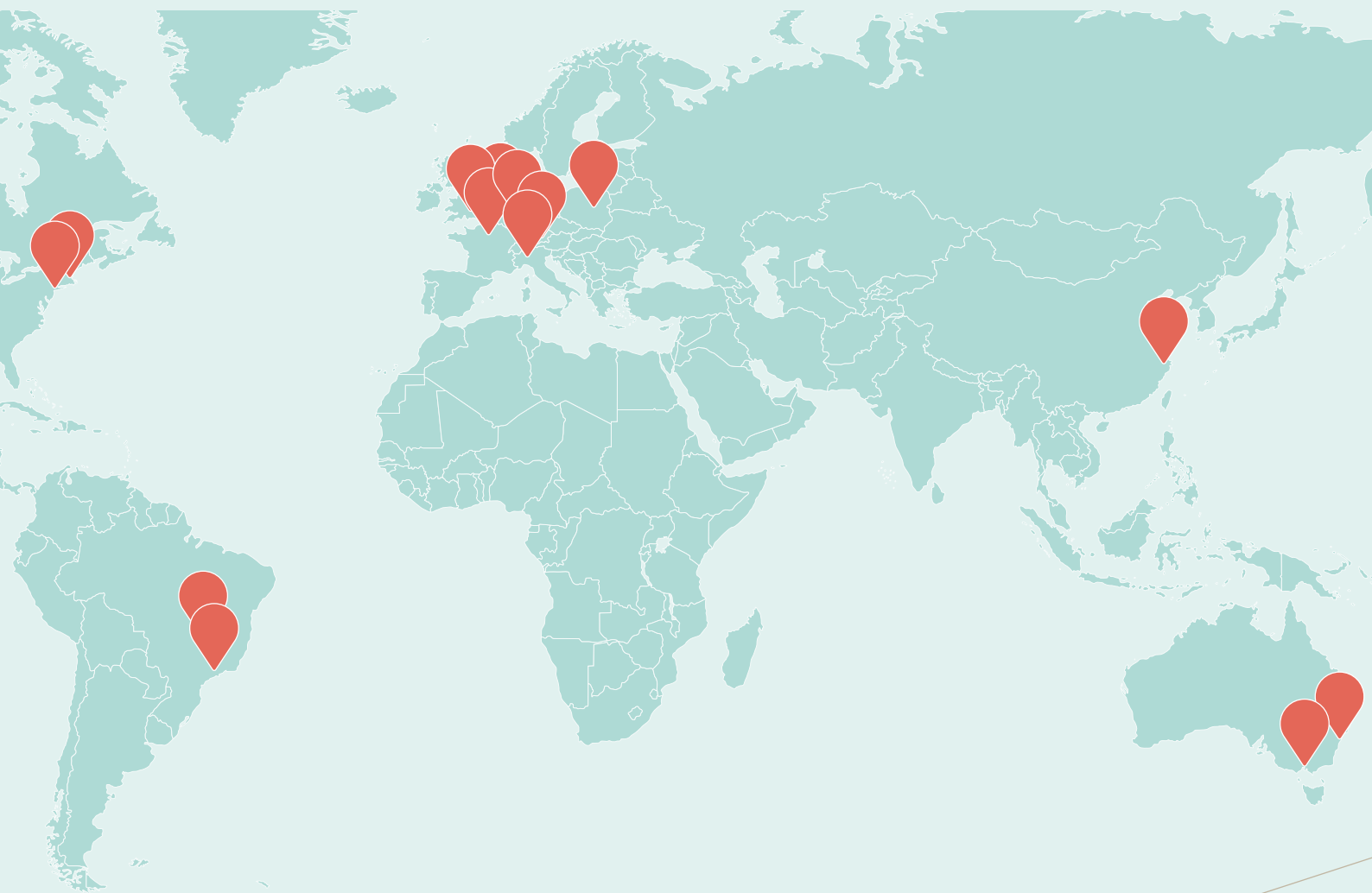
Countries

14 

Office locations

900+ 

People



Belo Horizonte

Boston

Düsseldorf

London

Melbourne

Milan

Munich

New York

Paris

Rotterdam


São Paulo

Shanghai

Sydney

Warsaw

# YOUR OC&C *journey*



*"We're continually strengthening our learning culture across the firm and do this by providing opportunities to learn from the best – each other! We provide opportunities for our people to learn new things, stretch their current thinking and have input on what they need to learn to thrive in their roles."*

JESS BENJAMIN, SENIOR GLOBAL LEARNING MANAGER



## WHERE DO YOU BEGIN?

Depending on your chosen track, either in our strategy or analytics team, graduates join as Associate Consultants and work across all industry sectors. We work in small project teams, typically smaller than in most consultancies. You will be given opportunities from the outset to contribute to the analysis, thought process and creation of high level strategic advice. You will have contact with our clients from a very early stage and play a full part in the development and communication of vital strategic recommendations.

Whether you have an undergraduate degree, masters or PhD, you'll join as an Associate Consultant – and we'll make sure that you are given the right opportunities to develop and contribute.

From the beginning, your ideas are welcomed and used by the team. We believe the best way to motivate people is to ask their opinion, use their analysis and involve them fully.

Associates learn most effectively by working with our most experienced professionals from the start. We have confidence in the quality of our people and the work they produce.

*We have confidence in the quality of our people and the work they produce*

# YOUR *development*

## PROFESSIONAL DEVELOPMENT

We offer a comprehensive learning curriculum designed to help new joiners at OC&C unlock their full potential. You'll begin with a structured onboarding programme, followed by continuous training through our 'Bitesize' sessions – short, focused modules supporting your development throughout your OC&C journey.

To complement our live training, you'll also have on-demand access to a wide range of resources, recorded content and curated courses via our Learning Management System. For deeper learning, we run longer-format training offsites tailored to each grade and tenure, some of which are held in different international locations. This not only offers an intensive learning opportunities but also the chance to build lasting connections and friendships with colleagues from around the world.

### Ambassadorship opportunities

The Ambassadorship Programme is one of OC&C's global employee transfer schemes, where staff can spend 4-6 months living abroad and working at another OC&C office. As well as the fun and professional development of living abroad, the programme also spreads best practices across and reinforces the links within our network.

*"The ambassadorship offered a unique opportunity to immerse myself in a new cultural and office environment, featuring close-knit teams and fresh perspectives on local client dynamics."*

FILIP LURKA, LONDON AMBASSADOR TO PARIS

### Mentorship & beyond

All new joiners to the firm are assigned a buddy and a mentor, so you instantly have a support network within OC&C. As you progress through your role, your mentor will be replaced by a Talent Coach, providing further support. These structured programmes continue right up to Partner level and beyond so you always have someone to go to for advice, guidance and to share feedback with.



# ON *project*

## COLLABORATIVE WORKING

Whilst you will be working on your own tasks such as data analysis and desk research as an Associate Consultant, you'll also work collaboratively with both your team and the client. From daily catch ups and team meetings to debate the answer, to weekly 'team shares' - to chat as a team how you have found the week personally and what can be improved moving forward. The emphasis on collaborative working is why it is so important for our Associate Consultants to be team players with strong communication skills.

## WORK LIFE BALANCE

A strategy consultants workload differs from project to project, however there are multiple teams at OC&C who work hard to make sure that no one's workload is too much. For example, weekly 'happiness surveys' and a traffic light system to keep a close track on things such as hours worked and happiness levels of each project team. Project managers also work hard to ensure you have visibility over the day-to-day tasks so you can always plan your personal life as you need.

## FEEDBACK & PROGRESSION

As an Associate Consultant you have the opportunity to progress rapidly in your role. You will be given feedback as you go with a more formal review at the end of each project. Additionally, the bi-annual appraisal process means the role changes every 6 months, increasing in ownership and responsibility and allowing each individual to grow at their own pace.



### Flexible working

We understand that people may want to take time out or change the way they work for a variety of reasons. Following 12 months tenure, all levels of the firm are encouraged to take up to a month's unpaid leave, and this scheme is extended to up to four months for those at Manager and above. In addition to this, our project-led model means more senior staff can choose to work a four or even three day week, should that suit their needs better.



# OFF *project*

## MINISTRY OF FUN

Our very own Ministry of Fun, affectionately known as MOF, is a team dedicated to arranging events far removed from consulting life. With MOF you could find yourself racing go-karts, unleashing your creative flair in a painting class, or enjoying the latest theatre production.

## PEER GROUPS

Every new joiner at OC&C is part of a 'Peer group' of others which have started at a similar time. This group is your OC&C family and offer a great support system across all areas of work life.

### Our benefits

We offer a range of great benefits such as our market-leading equalised parental leave policy, a hobbies and wellness subsidy, private medical and dental plans, cycle to work scheme, mental health and wellbeing resources, flexible working and more!



- Ethnic and Cultural network
- Social Diversity network
- Women's network
- LGBTQ+ network
- Parent network
- Disability network

# DIVERSITY

OC&Cs’ Partners see improving diversity as a moral obligation and there is also a strong business rationale: diversity of thought is critical to delivering the highest standard of advice to our clients. Diversity of background is an important enabler of this, as is an environment which encourages brave thinking from every level of the firm.

Our one-on-one mentoring programme actively supports all our colleagues, and we also have specific programmes to support female, LGBTQ+ and BME colleagues. Our aim is to ensure our environment is equally appealing to everyone who works here, and gives everyone the opportunity to thrive.

Alongside this our task teams are able to work alongside our HR, Recruitment and Learning teams to drive progress against our other goals.





- Ethnic and Cultural network
- Social Diversity network
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- Disability network

NETWORK LEADS



Mohsin  
ASSOCIATE  
PARTNER



Kim  
PARTNER



Haleh  
ASSOCIATE  
PARTNER



Jimi  
ASSOCIATE  
PARTNER

# ETHNIC AND Cultural network

The EC Network is a global network with c.80 members. Mohsin, Kim, Haleh and Jimi head our efforts to foster Ethnic & Cultural diversity at OC&C.

Mission statement

To celebrate the diversity of cultures and backgrounds within the firm, and ensure staff from all backgrounds feel welcome, supported and able to thrive during their careers at OC&C.

MISSION

Celebrate our Differences

Celebrate the diversity of cultures and backgrounds that exist within the firm.

Build an Inclusive Culture

Empower staff from all backgrounds to feel welcome, supported and able to thrive during their careers.

Diversify our Recruitment

Ensure the next generation of OC&Cers are even more diverse than the current generation.

Enrich our Quality of Work Through Diversity

Realise the benefit that diversity can have both internally and for our clients.

SOME OF OUR ACTIVITIES IN THE LAST YEAR

- FEB  
Chinese New Year  
dumpling cooking class
- MAR  
Nowruz cooking competition
- APR  
Holi Rangoli making class
- MAY  
Ramadan sponsored fast
- SEP  
Rosh Hashanah lunch & cakes
- OCT  
Black History Month UK
- NOV  
Diwali lanterns & diya painting
- DEC  
Cultural Christmas

DIVERSITY INITIATIVES

Besides celebrating cultural events, there are loads of diversity initiatives we champion as a network such as reverse mentoring and the launch of our Working Style Diversity Network which aims to increase awareness about individuals with different styles of working due to their cultural norms.

WIDER SUPPORT

We are a partner of SEO London (Schools and Careers streams) which is an organisation who aims to level the playing field for minority students and graduates. We also have a partnership with Rare Recruitment who allow for us to measure candidates' achievements against their classification systems - this means that we are able to contextualise candidates' achievements and identify outperformers.





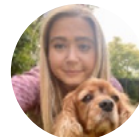
# SOCIAL *Diversity Network*

Ethnic and Cultural network
<b>Social Diversity network</b>
Women's network
LGBTQ+ network
Parent network
Disability network

## NETWORK LEADS



**Katie**  
ASSOCIATE  
PARTNER



**Chloe**  
SENIOR  
RECRUITMENT  
OFFICER



**Katie**  
MANAGER

The Social Diversity Network was launched by Katie with the aim of championing students and members of staff from socially diverse backgrounds, and ensuring a diverse, and supportive firm going forwards. At OC&C, we know that the diversity in our teams' backgrounds and life experiences enables us to offer a broader range of perspectives, and therefore a stronger, more well-rounded answer for our clients. We are committed to ensuring individuals from all backgrounds have an equal opportunity to be successful, especially at OC&C.

## MISSION

### Outreach

We aim to help bridge the information gap that so often exists for socially mobile students, to raise awareness of potential career options and support with applications. We do this by partnering with SEO Schools to provide mentorship and work experience opportunities, as well as volunteering with the Social Mobility Foundation's Sixth Form mentoring programme.

### Recruitment

We have a partnership with Rare Recruitment who allow for us to measure candidates' achievements against their classification systems - this means that we are able to contextualise candidates' achievements and identify outperformers.

### Inclusion

Aside from our monthly meetings and regular socials, we host a Social Diversity Week each year. It aims to improve awareness of what social diversity is and why it's important, celebrate the social diversity we have within OC&C today, and provoke conversations on how we can make the firm even more diverse and inclusive. We do this through a number of activities including: senior leadership panels (where colleagues discuss their backgrounds and obstacles faced), guest speakers, daily newsletters, and volunteering opportunities (e.g. with Hackney Foodbank).

## SOCIAL DIVERSITY WEEK 2025 & EVENTS

- New joiner network introduction & coffees
- Partner Panel - Personal Experiences
- Professional Services Insight Day with SEO London
- Pub Quiz with Guest Speakers
- Hackney Foodbank Volunteering
- Themed BoOC&C Club

## PARTNERSHIPS

Our biggest partnership is with SEO London (graduates & schools) where we empower students from low socioeconomic backgrounds from the ages of 16+ by providing industry insights, employability support and exclusive access to work experience opportunities.

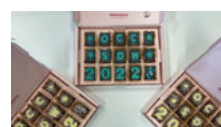
We are in the **top 75 employers** of the Social Mobility Index.

**SEO**  
/LONDON

**SEO**  
/SCHOOLS



**SOCIAL  
MOBILITY  
FOUNDATION**





# WOMEN'S *network*

Caitlin joined us in 2018 and Vivian joined us in 2021 and together they spearhead the Women's Network alongside a committed leadership team.

## MISSION

### Recruit fantastic women

- Maintain gender balance in our cohorts of new joiners
- Demystify the world of consulting
- Reinvent recruitment processes to fight bias

### Support women from new joiner to Partner

- Maintain equal rates of progression across genders
- Empower our women through training and coaching
- Ensure the team environment is inclusive for all

### Storytelling, Connections & Women's Health

- Continue to promote the podcast
- Educating and championing women's health across the organisation

## SOME OF OUR KEY EVENTS IN THE LAST YEAR

### Women's Network Summer Party

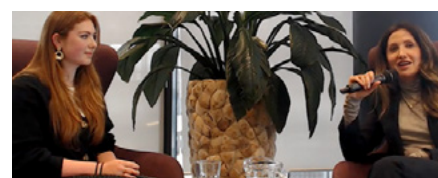
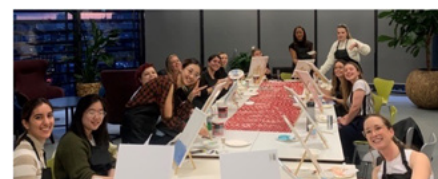
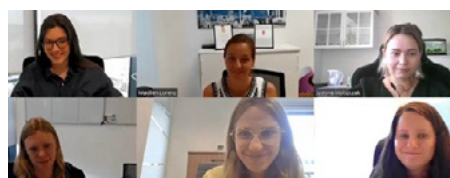
### Senior Women Leadership Panel

### International Women's Day Events including Guest Speakers & Textured Art Workshop Evening

### Women's Network lunch



## GUEST SPEAKER EVENTS



Ethnic and Cultural network
Social Diversity network
<b>Women's network</b>
LGBTQ+ network
Parent network
Disability network

## NETWORK LEADS



**Caitlin**  
ASSOCIATE  
PARTNER



**Vivian**  
ASSOCIATE  
PARTNER



**Vicky**  
MANAGER



**Felicity**  
ASSOCIATE  
PARTNER



**Katie**  
MANAGER



**Julie**  
SENIOR PA



**Mel**  
HEAD OF UK  
OPERATIONS



**Olivia**  
PARTNER



**Vicky**  
ASSOCIATE  
PARTNER



**Kim**  
PARTNER



# LGBTQ+ network

**#14TH** in the Stonewall's Top 100 LGBTQ+ Inclusive Employers in the UK in 2023 & **#1** amongst firms our size.



Ethnic and Cultural network
Social Diversity network
Women's network
<b>LGBTQ+ network</b>
Parent network
Disability network

## NETWORK LEADS



**Chessy**  
PARTNER

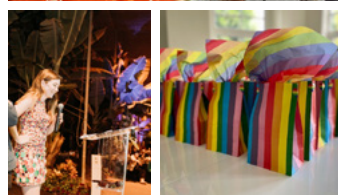


**Will**  
MANAGER

The LGBTQ+ Network is a global network founded in 2014.

## MISSION

Building and maintaining an environment in which all individuals feel able to bring their whole self to work and feel empowered to succeed, regardless of sexual orientation, gender identity and gender expression – through support, education, and social forums.



## OUR ACTIVITIES IN THE LAST YEAR

### FEB

Inter-Firm LGBTQ+ Networking Event with MBB

### MAR

Trans Day of Visibility

### APR

External Speaker Event: Bisexuality and Bi+ identities

### MAY

IDAHOBIT (Intern. Day Against Homophobia, Biphobia and Transphobia)

### JUN

LGBTQ+ Network-Sponsored 'Big Friday', Fundraiser: Pub Quiz for UK Black Pride & Weekly Awareness-Raising Content

### JUL

External Speaker Event: Trans Inclusion in Society

### SEP

Bi Visibility Day & Global LGBTQ+ Network Meet at Training Week

### NOV

Inter-Firm LGBTQ+ Networking Event with MBB & Just Like Us Training & Mentoring Opportunities

### DEC

World AIDS Day Network Christmas Social

## WIDER SUPPORT

We have worked with Just Like Us, an educational charity aiming to improve the experience of LGBTQ+ young people in schools, for over 5 years. We have provided them with both financial and in-kind support, delivering training to their ambassadors as well as using our consulting skills to deliver two projects supporting them in scaling their programmes to widen their impact.



## PROGRESS

>90% disclosure rate of sexuality and gender identity in recruitment process.

**RING OF KEYS** In the US, we support Ring of Keys, an organisation that fosters community and visibility for musical theatre artists who identify as queer women, transgender, and gender non-conforming artists.

More broadly, we fundraise for a range of other charities & organisations, incl. UK Black Pride, Gendered Intelligence, and London FTM Network.





# PARENT *network*

The Parent Network is a global network head up by Karl and Olivia.

## MISSION

### A support network

For working parents and carers.

### Point of contact

Ensure that ongoing business decisions account for the issues that our parents and carers face.

### Perspective

Provide non-parents with a perspective on being a parent/ carer at OC&C.

## SOME OF OUR KEY EVENTS IN THE LAST YEAR

- Family fun days in London, New York and Boston
- London family Christmas Party
- Global Parents Network panels
- In-person sharing and Q&A with new manager promotes

## NETWORK LEADS



**Karl**  
ASSOCIATE  
PARTNER



**Olivia**  
PARTNER



## ACTIVITIES & PROGRESS IN THE LAST YEAR

### Parental leave

In 2023, we launched fully equalised parental leave for all employees in a global move towards gender equality.

This market-leading family policy promotes shared care through both equalising paid leave and introducing flexibility for how that leave is taken; allowing all parents, regardless of gender, to make decisions based on what works for them.

### Ramp up/down

Personalised plan including reduced hours and internal roles.

Ability to choose your return to work model initially, e.g. internal projects only, part time options among others.

### Cultural change

Multiple panel events to increase understanding of being a parent whilst working at OC&C.

Multiple events for working parents e.g. family fun days.

Panel event to the Partners where parents at different grades discussed their parenting needs and what can help them when at work.



# MENTAL HEALTH & DISABILITIES

## network

- Ethnic and Cultural network
- Social Diversity network
- Women's network
- LGBTQ+ network
- Parent network
- Disability network

### NETWORK LEADS



John  
MANAGER



Fatima  
AI & PRODUCT  
MANAGER



The Mental Health & Disabilities Network is our newest network founded in 2023. The network is co-led by John, who joined us in 2019 after having studied a degree in Economics and Management at Oxford University, and Fatima, who joined us in 2021 after having studied a degree in Chemical Engineering at Imperial College London.

### MISSION

#### Mental Health & Disabilities Network

The network is a platform dedicated to supporting, empowering and connecting employees on topics related to mental health & disabilities (including physical health, and neurodiversity). Whether you personally identify with these areas or are passionate about supporting colleagues, this is the place to learn, share and make a positive impact together.

### ACTIVITIES & AIMS

Over the next year we have a host of activities planned including speaker events, network socials and training built around Disability Awareness Week and other important dates such as Pain Awareness, Mental Health Awareness and Neurodiversity Awareness.

#### POLICIES & ACCREDITATION

Ensuring policies to support employees are clearly signposted, developing new policies, and building on our Disabilities Confident Employer Accreditation.

#### TRAINING

Everyone at OC&C completes training to help them better understand and support their team members. We're also working on improving accessibility of all training, a mentorship programme and specific training for employees with disabilities.

#### BUILDING CONFIDENCE

Across our global offices we're opening the conversation on disability, sharing monthly global updates and scheduling topical events throughout the year.

#### IMPROVING ACCESSIBILITY

We're working to ensure all events and spaces at OC&C are designed with physical and digital accessibility as standard.

#### RECRUITMENT

Creating confidence with applicants from day one. We support applicants who have a disability throughout the application process, providing reasonable adjustments covering all types of disabilities. We also conduct unconscious bias training with all of our interviewers.

### EVENTS

- Puppies in the office
- Mental Health Awareness Panel
- Meditation and Breathwork Session
- Yoga Session
- Pop-up Juice & Smoothie Bar



# PRO *bono*

## AT OC&C, WE COMBINE STRATEGY WITH PURPOSE TO CREATE POSITIVE CHANGE

We have always taken pride in delivering great outcomes for our clients in a way that contributes responsibly to the world around us. At the same time, we are committed to going further, recognising that businesses like ours can make a real difference by using our commercial expertise to support charities and non-profits on a pro bono basis.

Our responsibility to have a positive effect extends to the wider communities in which we operate. One of the most impactful ways we do this is through pro bono consulting, applying our skills to help organisations tackle their most pressing challenges. In FY24, we invested 2.1% of global revenue in pro bono initiatives, delivering projects across France, Italy, the Netherlands, Poland, the UK and the USA. Around 100 colleagues formally took part, with many more contributing through volunteering and fundraising. Looking ahead, we are expanding these programmes further, with Australia and China launching formalised initiatives in the coming year.

### ACHIEVEMENTS

Over the past decade, we have partnered with more than 30 charities, providing strategic and business planning support. In FY24, our pro bono projects supported a diverse group of organisations, including:

- **Robin Hood** (New York City's largest anti-poverty organisation)
- **Voedselbanken** (the Dutch foodbank network)
- **Fondazione LILT** (cancer research in Italy)
- **NSPCC UK** (our long-term partner tackling child abuse)
- **WRAP** (a global NGO focused on circular economy and food systems)
- **Fundación Reforestemos** (reforestation in Chile)
- **Anthony Nolan and New Settlement** (UK and US social impact charities)

### Highlights

Highlights included helping WRAP design a programme to halve UK food industry emissions by 2030, supporting a Dutch foodbank to reshape its operating model, and continuing our work with NSPCC to deliver new child protection services in schools.

### FUNDRAISING AND VOLUNTEERING

Our OC&Charity teams organise fundraising and volunteering events throughout the year for staff-selected charities. These range from foodbank volunteering days to sports tournaments, craft activities, and our annual company-wide auction.

In FY24, our US colleagues raised over \$7,000 for **Doctors Without Borders**, while teams across Europe and Asia ran events supporting causes close to their communities.

# ESG *work*

IN THE LAST FEW YEARS, WE HAVE EMBRACED THE NEED TO CREATE A MORE FORMAL AND CODIFIED STRUCTURE AROUND OUR WORK IN OPERATING RESPONSIBLY TO CONTRIBUTE POSITIVELY TO THE WORLD AROUND US.

We have made ESG a key pillar of our corporate strategy – the global ESG strategy that has been defined through this journey is brought to life in all elements of how we work and what work we do. Our ESG report will outline some of our steps on that path.



(click the image to view the report)

## WE SUPPORT CORPORATE CLIENTS TO ADDRESS SOCIAL AND ENVIRONMENTAL CONSIDERATIONS

As well as actively managing and reducing our own environmental footprint we have supported a wide variety of organisations, across the sectors we work in, to embed sustainability into the heart of their strategy.

Recent examples include:

- Supporting a global hotel chain think through the role of social and environmental sustainability in their corporate strategy
- Helping a global soft drinks player think through what the future could look like in a world beyond single use plastic
- Supporting a leading housebuilder to examine the innovations in building products and building techniques, with a particular eye on the type of homes consumers will want in 10 years' time, and how to deliver zero-carbon housebuilding.

with our building's waste management partner as well as a clothes swap event where people brought in clothes they longer wore to exchange them for new items – a great way to refresh your wardrobe without spending money or contributing to fast fashion!

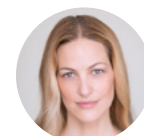
*"We know this is just a starting point and that the world faces major challenges. We commit to learning and improving – and making a lasting positive contribution as a firm."*

## OC&C'S GREEN TEAM

The London Green Team was launched in 2022, with the aim of reducing our collective environmental impact. The Green Team hosted OC&C Green Week in our London office to celebrate Earth Day. A number of activities and events were organised such as a guest speaker on carbon capture technology, an interactive waste awareness event



**Francesca Campbell-Willox**  
HEAD OF ESG



**Deidre Sorensen**  
PARTNER

- Luke
- Shivani
- Madlien
- Ollie
- Julia
- Mehul

# DON'T TAKE

*our word for it*



WE ARE DETERMINED TO RECRUIT THE VERY BEST PEOPLE AND OFFER OUTSTANDING PROFESSIONAL DEVELOPMENT, TOP OF THE MARKET SALARIES AND THE ROOM TO FLOURISH.



# LUKE

## Associate Partner

LUKE IS AN ASSOCIATE PARTNER AND JOINED OC&C AFTER COMPLETING A DEGREE IN MANAGEMENT AND FINANCE AT UCL.

I was initially attracted to strategy consulting because of the variety of projects that strategy managers tackle. I tend to get bored quite quickly and so doing a job that would provide a lot of variety was very important to me.

OC&C has really delivered on this. In the short time I have been with the company I have worked on projects for a software company, a cinema chain, an insurance company, a classic car retailer, a professional body and a media group. This sort of variety means that my job is always interesting. I am always learning something new and face new challenges every day.

OC&C focuses predominantly on strategy projects. Unlike some of our competitors who do big implementation projects, we only work on strategy projects for corporate clients or private equity deals and answer the most important questions for the CEO and their executive team. Questions like "How do we enter a particular country?" or "How can we defend market share against new entrants?" This means that we always work on interesting projects and deliver our solutions directly to the CEO and the executive team. It also means that the projects are typically quite short (four to six weeks) and so there is very little opportunity to get bored.

The type and variety of work we do also makes our job challenging. Often I start a project knowing nothing about the company, the industry or the issues they are facing. Within two to three weeks I am expected to fully understand the issues and start working towards actionable solutions. The work can be intense and the learning curve is very steep but the collaborative environment means that there is always help available if you need it. Everyone, including very senior colleagues, are happy to help, offer advice or debate an issue. The Partner on the project will typically be an expert in their field and they are more than happy to discuss my work and will always ensure that it is following the right direction.

Beyond project work, the "Ministry of Fun" at the London office organises an annual Away Weekend where everyone is flown on holiday for a few days without any other goal but to relax and have fun. Everyone at the firm is extremely social and activities like this, as well as more typical activities such as, the monthly Company Breakfast and a big Christmas Party, keep the office close-knit.

*"The variety of experiences I have had since working at OC&C has helped me develop professionally and personally – I don't think I would have been exposed to these sorts of experiences anywhere else"*



OC&C also holds multiple training sessions at each grade, with each being in a different international location. They are always a ton of fun and a great opportunity to learn new things, meet new colleagues and make new stories in an exciting environment.

The variety of experiences I have had since working at OC&C has helped me develop professionally and personally – I don't think I would have been exposed to these sorts of experiences anywhere else.



- Luke
- Shivani**
- Madlien
- Ollie
- Julia
- Mehul

SHIVANI IS A MANAGER IN OUR LONDON OFFICE & JOINED OC&C AFTER COMPLETING AN MSC IN SMART CITIES & URBAN ANALYTICS FROM UCL & PREVIOUSLY WORKING AS A CONSULTANT AT A TECHNOLOGY-FOCUSED CONSULTANCY.

I was attracted to OC&C's because of the opportunity to work in the top-tier of strategy consulting and to combine this with the technical, data-led toolkit I had developed at university and in previous work. I wanted to use my skillset to discover answers and insights for clients that they had never known before and to answer difficult questions that unlock value for their businesses.

Since joining the team I have been lucky enough to work on some really exciting and impactful projects. For example, helping a holiday park operator to quantify the commercial value of each individual pitch, or helping a lottery operator understand what indicators drive participation in the games.

The nature of this job often means you need to get to answers quickly, which means you learn fast. We also get to work with some of the biggest businesses in the world, so getting to dive into their rich datasets is really eye opening.

In my time here I have also had the opportunity to work a variety of projects - from software, to media, to construction and F&B. These projects are a great opportunity to also hone my non-technical skillset, while bringing a unique perspective to the role. It also means I get to experience a huge variety of sectors, clients, and roles - so the work never gets boring. There aren't many jobs that allow you to build such a wealth of experience across such a big range of things in one role. OC&C is unique not only because I get to work in a hybrid way that isn't always possible elsewhere, but also because of great people and nature of the team itself.

As a growing practice operating in the exciting space of data science and AI, I am surrounded by peers who are extremely intelligent and passionate about the things I'm interested in. Each of us has the opportunity to lead new initiatives, drive propositions, and pursue passion. The entrepreneurial spirit of the company makes it a really exciting place, and one in which I can grow and develop in line with the things I most enjoy. Beyond project work, OC&C has been a really fun place to work.



From big events like the Away Weekend to smaller occasions like team dinners, MoF events and Friday Night Drinks, to getting involved with networks like E&C or the Women's Network, there is always something going on. For me this was a great way to meet people when I first joined, and remains something I look forward to being involved with. The sociable and fun-loving aspect of OC&Cers as well as the opportunities presented by these unique, high-impact projects is a winning combination which has made it such a great place to work, and makes me excited to continue to see it grow.

# MADLIEN

## Associate Partner

MADLIEN IS AN ASSOCIATE PARTNER AT OUR GERMAN OFFICE. SHE JOINED IN APRIL 2019, AFTER HAVING SPENT 6 YEARS LIVING IN, AND WORKING FOR A STRATEGY CONSULTING FIRM IN CHINA. BEYOND HER ROLE, MADLIEN OVERSEES TRAINING & DEVELOPMENT FOR THE GERMAN OFFICE AND IS A KEEN MEMBER OF THE OC&CYCLE GROUP.

I've always enjoyed strategy consulting. It has a winning combination of a fast-paced environment, strategic challenges set by clients and diverse commercial insights.

When introduced to OC&C, shortly after my return from China, I was intrigued by the opportunity to help grow and shape the German office. The OC&C recruitment process was fun and challenging at the same time, and the insights I received about our sectors and culture made me realise why we stand out from the crowd. I really enjoyed meeting people from all different levels, from Associate Consultants to Partners and it was this whole experience which influenced my decision to join.

What I really enjoy about OC&C is the type of work that we do; we are truly strategy-focused and serve clients in very tangible industries.

Our strategy focus enables us to answer the most important and most interesting questions for our clients: How are we going to grow profits? What markets should we expand to? Which products? Strategy projects are relatively short and fast-paced, which exposes us to incredibly steep learning curves. Our sector focus allows us to work alongside household brands, thus giving us the opportunity to watch our strategic recommendations come to life well beyond the project.

I also really like the debates and discussions we have as project teams as those meetings always help to shape the answer we give to our clients. We always try to get to the answer in the 'uncommon' way.

*"Our sector focus allows for us to work alongside household brands, thus giving us the opportunity to watch our strategic recommendations come to life well beyond the project"*



I am extremely excited to be a part of the German operations team. Although the German office is currently smaller than some of our other offices, there is an entrepreneurial spirit, which I think results in many benefits - especially with increased Partner and senior client exposure.

Every team member tends to have more impact on the firm development especially through attracting and recruiting fantastic talent to join our growing team.

Luke

Shivani

Madlien

Ollie

Julia

Mehul

# OLLIE

## Associate Consultant — Analytics



OLLIE IS A CONSULTANT IN OUR ANALYTICS TEAM & JOINED OC&C AFTER COMPLETING A BSC IN FINANCIAL MATHEMATICS FROM THE UNIVERSITY OF NOTTINGHAM AND A SUMMER IN MARKETING ANALYTICS AT EXPEDIA GROUP.

I was attracted to OC&C because I wanted to apply technical, data-driven thinking to real commercial problems. Coming from a background in mathematics and analytics, I was looking for a role where I could use those skills to challenge assumptions, work across different industries, and help clients make better decisions. Strategy consulting offered the chance to do all of that in a fast paced environment with high performing teams.

Since joining, I've worked on a mix of analytics projects across travel, real estate, infrastructure, and retail. One case involved helping a cruise operator rework its proposition - using a wealth of internal data to deeply understand customer preferences and uncover common pain points. Another focused on redesigning a national pricing system for a large merchant business, where we built a dynamic pricing model to generate future prices.

In my time here I have also had the opportunity to work on non-analytics projects - from real estate strategy to transactions in infrastructure services.

The analytics practice at OC&C is unique not only because I get to work at the intersection of strategy and analytics, but also because of great people and nature of the team itself. As a growing practice operating in the exciting space of data science and AI, I am surrounded by peers who are extremely intelligent and passionate about the things I'm interested in.

Outside of project work, OC&C has been a genuinely fun and welcoming place to be. There's a good mix of formal and informal events - from Away Weekend and Mof to team dinners and network events. It's easy to get involved, and that makes a big difference, especially when you're new. The combination of challenging work, smart people and a down-to-earth culture is what makes this a great place to start a career in consulting, and one I'm glad to be part of.

*"I was attracted to OC&C because I wanted to apply technical, data-driven thinking to real commercial problems."*

Luke

Shivani

Madlien

Ollie

Julia

Mehul

# JULIA *Manager*

JULIA IS A MANAGER IN THE BOSTON OFFICE, IN OUR B2B SERVICES PRACTICE, AND JOINED OC&C IN OUR NEW YORK OFFICE AFTER COMPLETING A BS IN MECHANICAL ENGINEERING FROM YALE.

I've loved my time OC&C thanks to the collaborative culture and rewarding client work. When I joined, the US office was only ~50 people, and I was very much drawn into the collaborative and tight knit culture. I always felt like I had mentors and supporters across all levels that were invested in my development, and I was able to make a lot of close friends from work! During COVID, I made a move to Boston, where I still get to collaborate with many of my NYC colleagues, while also getting to contribute greatly to a smaller but growing office. I also lead the Ethnic, Cultural, Social Diversity (ECSD) Network in the US.

Our client work has always been interesting to me, and I've enjoyed my changing roles throughout my time at OC&C. I get to look at quite niche industries and learn a lot about them very quickly. I've spent time learning about engineering services, industrial services (e.g. cleaning for food manufactures), food testing, IT services etc. and it very much keeps me on my toes.

Over time, I've also developed skills to engage with senior stake holders at the client, and work effectively with our OC&C teams. I've found leading teams and feeding into our staff's development goals to be extremely rewarding, and I hope to make the impact my managers had on me when I was an Associate!

Outside of work, I like to spend time outdoors whether it is skiing, hiking, biking, climbing, or just a nice picnic! I also really enjoy cocktail making and cooking, and I am hoping to start learning pottery soon.



*"I always felt like I had mentors and supporters across all levels that were invested in my development, and I was able to make a lot of close friends from work!"*

Luke

Shivani

Madlien

Ollie

Julia

Mehul

# MEHUL

## *Associate Consultant*

MEHUL IS AN ASSOCIATE CONSULTANT AND JOINED THE LONDON OFFICE IN MARCH 2023 AFTER COMPLETING AN MSCI IN NATURAL SCIENCES AT CAMBRIDGE. HE IS INVOLVED IN VARIOUS ETHNIC, CULTURAL AND SOCIAL DIVERSITY INITIATIVES AND THE MINISTRY OF FUN.

Strategy Consulting was introduced to me during university and immediately appealed to me due to its fast-paced and diverse nature. The problems you are solving are unique to each project, and due to OC&C's strategic focus, you are answering high-level and high-impact questions. The more I spoke to people at the firm about what the day-to-day job entailed, the more I was convinced this was the right job for me.

OC&C's focus on Strategy Consulting has meant that since joining I've been exposed to numerous industries - from devising an expansion strategy for a sushi company, to working on a vendor due diligence for a software provider. Moreover, despite being in a junior role, I have had ample responsibility and been encouraged by the wider team to contribute to projects with my own perspective. The prospect of working on high-impact, large-scale strategic projects as a graduate fresh out of university can seem daunting, but your team provide you with a great deal of support throughout.

The day-to-day working life varies massively, both within and between projects. As a result, you're able to develop a huge range of skills early in your career. The skills I have enjoyed developing most are my analytical (you quickly become a master of Excel), presentation (you regularly present to senior people on your team, and eventually present to clients), and, perhaps most importantly, problem-solving skills - used and developed pretty much every day.

Aside from the work, OC&C stands out as a firm with ample events and activities for you to get involved with and participate in. For me, I've particularly enjoyed organising events within the Ministry of Fun (such as a firm-wide Sports Day), participating in events organised by the Ethnic & Cultural Network (a highlight of which has been a cooking class at the School of Wok) and helping shape the firm's future through the Ethnic, Cultural and Social Diversity Graduate Recruitment Task team.



There are events almost every week, meaning there is plenty for you to engage with when you want to take a breather from your work. The combination of engaging projects, varied work, and great firm culture is what makes OC&C a truly excellent place to work.

# YOUR *thinking*



IF YOU LIKE WHAT YOU'VE READ, AND THINK  
YOU HAVE WHAT IT TAKES, THEN WE WANT  
TO HEAR FROM YOU.

## WE KNOW WHAT WE'RE GREAT AT

We have built our business firmly on the sectors and specialisms where we know we can outshine the competition. This guides us to pick the right battles for us and for our clients. Quality is something we won't compromise on.

## WE'RE RELENTLESS IN OUR PURSUIT OF THE RIGHT ANSWER

We're agile thinkers, intellectually curious and up for a challenge. We're not afraid to tell you what you need to hear. That means we come up with brave answers that set us - and you - apart.

## WE'RE SURPRISINGLY HUMAN

We're an organisation of individuals cut from different cloths but united by a common purpose - working together with our clients and colleagues to build relationships that last.

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1. The B Corp certification does not extend to our alliance with Advisia OC&C Strategy Consultants in Brazil.