

**What do you want to do next?**

# What drives you?

## **We're passionate about delivering results.**

We select people with intelligence, integrity, passion and the ambition to make a difference.

We develop and train them to reach their full potential.

We challenge them with complicated business problems.

And they deliver—that's what drives them.

At Bain, you'll acquire the skills to make an impact in whatever you do.





### **Andrew Joyce**

**Level:** Associate Consultant

**Office:** Melbourne

**School:** University of NSW

**Major:** Engineering

Andrew joined Bain in Melbourne after graduating from UNSW with honours in Engineering (Naval Architecture).

"I have really enjoyed Bain, the learning experience is unbelievable and the people are great!"



### **Michael Baster**

**Level:** Associate Consultant

**Office:** Melbourne

**School:** University of Melbourne

**Major:** Comm/Law/Diploma of Modern Languages

"Ultimately, I chose Bain because of its people. The company provides an amazing opportunity to work with driven and brilliant-minded people from diverse backgrounds. Bain realises its people are its most important asset and makes an incredible investment in professional development, while ensuring everybody is working sustainable hours and having fun."

# What are you looking for as you start your career?

**Come to Bain to create breakthrough strategies and tackle tough operating challenges.**

You can do that and more at Bain.

Bain provides an unmatched learning experience.

We offer practical business experience.

Our people are exposed to diverse challenges and empowered to make a difference.

You'll work across industry sectors, with all kinds of clients, from leading multinational corporations to high-growth start-ups.

You'll help top management make the big decisions that transform their companies.

At Bain, you'll have options.

Bain Associate Consultants enjoy opportunities to transfer among our 31 international offices.

And possibly embark on externships and rotate through our private equity practice or our affiliate that advises nonprofits, the Bridgespan Group.

We're passionate about developing our people.

At Bain, you'll learn how to make companies more valuable.

# How much do you want to learn?

**At Bain, you'll learn as much as you can handle.**

We'll teach you the theory.

You'll bring it to life—with motivated clients and inspired Bain teams.

We'll prepare you with training—both formal and informal—from the minute you walk in the door.

You'll train with your colleagues from around the world, tackling real business issues.

When you start working with a new client, in a new industry, on a new problem, you'll hit the ground running with the support of our intranet-based Global Experience Center.

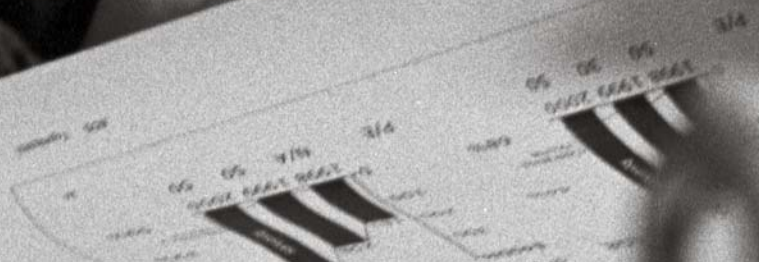
You'll learn by doing—and more experienced Bain colleagues will guide you every step of the way.

If you come to Bain, you'll continue to grow as a business professional.





Quantity: 500



100%

200%

300%





# What do you want to do at work everyday?

**You'll work with top management on their toughest challenges.**

All your assignments will be different.

Clients come to Bain with their most critical issues.

We look at a client's business from a chief executive's perspective—as an integrated, coherent whole.

You'll be an active member of the team from day one.

You'll research the client's business, interview key customers and competitors and then interpret the data.

You'll dig deep into the numbers to unearth the right solutions.

You'll work with your clients to make change happen.

Which may mean fundamentally transforming the company.

At Bain, you'll always be challenged.

# Who do you want to work with?

**We are down-to-earth, friendly and approachable.**

Bain people are passionate.

We're competitive for our clients but very supportive of each other.

We're pragmatic and open-minded.

We're impatient, pushing ourselves to make things happen.

We like working with each other.

We enjoy what we do, and we laugh a lot.



## **James Butler**

**Level:** Consultant

**Office:** London and Sydney

**School:** Cambridge University, UK

**Major:** Manufacturing Engineering

"It sounds like a cliché but the best thing about Bain for me has been the people. I've been lucky enough to meet so many great people from all over the world, many of whom will be lifelong friends. From my first day at Bain in the London office, through training in Cape Cod, Cancun, Miami & Hong Kong, numerous cases in many industries, offsites in Spain, Hungary, France and sunny Queensland, Bain soccer world cups in Germany and Italy, to my permanent transfer to Sydney, the absolute highlight has been the people I've been lucky enough to share all these experiences with."





### **Kirsty Thomson**

**Level:** Senior Associate Consultant

**Office:** Sydney and New York

**School:** University of Technology Sydney and University of NSW

**Major:** Math/Finance and Law

"Even after three years at Bain, every day I am surprised at how I am challenged with new problems, new issues, new clients... the learning trajectory never seems to decline! Bain has also provided lots of new personal experiences including opportunities to transfer globally. I think my 6 month experience sharing transfer to our New York office has been a highlight of my time at Bain so far. Working in the NY private equity ring fence provided me with unforgettable learning opportunity in arguably the most exciting marketplace in the world."



### **Kate Woolley**

**Level:** Senior Associate Consultant

**Office:** Melbourne

**School:** University of Melbourne

**Major:** Science and Law

"I joined Bain as an Associate Consultant because of the promise of a challenging career. The standard of case work at Bain is constantly stimulating. Each new client, and their particular set of issues, brings a unique learning experience. I have learned so much from my colleagues, and I have made some great friends along the way."



# What do you need to thrive?

**At Bain, you'll be immersed in an enriching environment.**

We share a passion for results.

We believe in innovation and risk taking.

Our clients are typically bold, ambitious business leaders.

We work alongside them to improve their businesses.

We're direct, honest and informal with our clients at all levels.

We tell it like it is.

We choose the best path, even when it's the harder road to travel.

We also make a difference in our communities by lending our time and experience to nonprofit organisations.

Working at Bain is stimulating and highly rewarding.

# What will Bain do for your career?

## The skills you'll learn are unique and transferable.

Your years at Bain will set the stage for endless opportunities.

You'll be someone who can figure out answers to the toughest questions.

And also you'll be someone who acts decisively to get things done and make an impact.

Along the way, you'll build a network of people who will prove to be a valuable source of counsel and a great group of friends.

Bain will open doors for you.

You can progress within Bain and continue to sharpen your business skill set.

Or you can pursue your career goals—either in business or in endeavours in the arts, education or public sector.

If you choose business school or pursue another advanced degree, your Bain experience will help you succeed at the most elite programs in the world.

Bain people have extraordinary choices.

**James Hooke**  
**Managing Director, New York**  
**Macquarie Bank Limited**

James studied Arts and Law at the University of New South Wales and joined Bain in 1996 as an Associate Consultant working in both London and Sydney. After four years at Bain, James left to become Managing Director of Alladvantage.com. From there, James joined Fairfax as the Group General Manager of Fairfax Regional and Community Newspapers before taking up the role of MD of NSW, John Fairfax Holdings. James has recently left John Fairfax to take up the role of MD at Macquarie Bank, New York.

"I can't imagine a better grounding in business and management than I received at Bain. I would not have the job I have today if I had not first gone to Bain. Their approach to consulting and their results focus is what makes them stand-out as both a consulting firm for clients and an excellent training ground for aspiring executives."



**Laura Norrie**  
**Business Consultant, Financial Process Innovation**  
**Heineken International**

Laura joined Bain as an Associate Consultant in 2003 after completing a Bachelor of Law at the University of Sydney. Laura left Bain to take up a position as a business consultant with Heineken International, at the global head office in Amsterdam. Here she is focused on improving the finance organisation within the Central and Eastern European operating companies.

"Bain provided me with critical business grounding, through exposure to challenging client situations and problems and contact with senior executives. The key thing I learnt from my time at Bain is that wherever you go in your career, it is critical to surround yourself with people who you can learn from. People who are critical thinkers, who challenge you and who are looking out for you, to make sure you are learning and being placed in situations where you can be stretched. And people who are there to support you in those situations. Exactly the sort of people you find at Bain."



# A Bain case study

## Consumer Beverages company – Australian Division

**Bain has helped to turnaround and grow a world leading premium drinks business struggling to achieve global performance targets in an increasingly competitive landscape.**

Consumer Beverages Co is a world leading premium drinks business with an outstanding collection of beverage alcohol brands across spirits, wine and beer categories. There are many facets of their business ranging from production, bottling and logistics to marketing, sales and in-store visual merchandising.

After a period of strong growth, the competitive landscape intensified and the company's growth began to slow making it difficult to achieve the global head office performance targets for the previous couple of years. Having previously worked with Bain 8 years earlier, that unlocked and accelerated its performance, the Consumer Beverages Co – Australian division again engaged Bain for support with the objective of re-igniting their growth and driving step-change improvement in sales, market share and profitability.

Bain's work over the three and a half month period encompassed three key components beginning with a diagnostic review of the customer landscape,



shopper behaviours and key internal elements. Following this review the team then moved into the last two components being the solution design and implementation planning which required working across a number of the company's functions (sales, marketing, finance, procurement and operations) and across varying levels of the organisation (Managing Director to Sales Representative).

As well as the interesting and challenging work that was part of the engagement, another highlight was the collaborative working style between the Bain team and the client project team. The high collaboration resulted in a lot of fun being created throughout the project including a joint indoor soccer game, a lawn bowls event and an Indian dinner night.

The positive results that the Australian division of Consumer Beverages Co has seen as a result of project have seen Bain and Company support another two initiatives within the Asia-Pacific region.



**“Australia remains the key market for Consumer Beverages Co brands in Asia Pacific and strong growth of Brand A, Brand B and Brand C, has resulted in a 14% net sales growth...”**

Source: Consumer Beverage Co – Interim results for six months ended 31 December 2007

# Varied experiences at Bain

## Strategy consulting

In business—as in everything else—it's vital to know where you want to go. Without a clear strategy, businesses lack direction.

Strategic decisions influence all major company issues and demand action. A clear strategy must provide a Chief Executive with the answers to many fundamental business questions such as:

How do we respond to a rapidly growing new competitor?

Should we buy our major competitors and/or suppliers to win in our marketplace?

Should we get involved in geographic expansion—organically or by acquisition?

Should we divest less profitable parts of our business even though they may be the base from which we originally grew?

How do we get our customers to spend more with us?

How do we use new technologies?

What impact will these have on all parts of our business?

The list is long, varied, and naturally dependent on individual business circumstances. But strategic consultants must always be prepared to help find the answers.

At Bain we don't just develop strategies—we place an emphasis on ensuring the strategy is built into the fabric of our clients' business. And we help implement them. This means that while working on a strategy assignment you will see the result of your own work.

Bain has generated significant momentum by adding value to a variety of Australian companies. Our success is demonstrated by sustained improvement in our clients' performance and organisational capabilities. Our clients have outperformed the market by 4:1.

We plan to drive forward our business by continuing to create "business success stories" with our clients.

## External development opportunities

We believe in flexibility, both in the cases you are assigned to and in the places you will work.

Within Australia you have the option of being based in Sydney or Melbourne.

We encourage inter-office transfers as an important part of professional development. In recent years Associate Consultants have worked in our offices around the world including Boston, Tokyo, San Francisco, Madrid, New York, Seoul and London.

There is also the option of a secondment at a client firm, or at an affiliated company. Outstanding performers may be given the opportunity to undertake a sponsored MBA typically at a top tier business school here or overseas.

## Work in the community

Opportunities at Bain extend beyond our client work. We also believe passionately in making an impact in the local community by using our skills to solve business problems.

Everyone in the office has the option to get involved in a range of community projects, from advising an organisation tackling the problems of youth unemployment to providing strategic advice to numerous arts organisations.

Every year, all Bain Australia employees participate in Community Impact Day, which provides hands-on support to a variety of charitable organisations.

Additionally, the majority of Bain Australia employees donate to charities through the Australian Charities Fund ([www.australiancharitiesfund.org.au](http://www.australiancharitiesfund.org.au)), an innovative workplace giving program that was founded by a Bain partner and staffed by Bain alumni.

Just as we add value to our clients, we believe that our people have made a real difference in our community.

# Who is Bain?

**Bain's business is helping to make companies more valuable.**

Bain was founded 35 years ago on the principle that consultants must measure their results by their clients' financial returns.

We help top management teams beat their competition and generate substantial, lasting impact.

We're so passionate about our clients' success that we will take equity in lieu of fees.

In other words, we prosper only if our clients prosper.

In all, we are 3,700 individuals from varied backgrounds working in 37 offices around the world.

Collectively, we have served more than 2,700 clients from every sector in every region of the world.