

Baringa Summer Internship

Overview Pack

2021





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

A note from our Managing Partner



Adrian Bettridge
Managing Partner

“Welcome to Baringa! If you are reading this pack, you are considering applying for our Internship programme, and we’re delighted that you want to spend the summer with us. 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 you’ll be joining us at as good a time as ever. During our internship, you’ll 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.

We place great emphasis on our values, because values are at the heart of this firm and they engender a culture that means a lot to all of us. But our culture is only as strong as the people who live it. Culture isn’t something you sit and observe from the sidelines, it is something that you become a part of. My message to all of our people is if there is something you don’t understand, please ask. If there is something you don’t like, please offer to change it. If there is something you love, then get involved in helping us keep it that way. We are a firm that is excited about evolving as we grow. Other than our values (which always stay true), we do nothing today like we did 10 years ago, and we will do nothing 10 years from now like we do today – if we are, then we’ve failed in our collective responsibility to evolve. We encourage our people to take the time to understand our culture, then become an active part of it, then help to evolve it. This approach has been paramount to our success in creating a great place to work for all these years and I hope, for years to come.

Joining Baringa will be as exciting for you as it will be for us. We are an ever growing and evolving firm that continues to impact our industries through the work we do, impact our society through the charitable service we provide to it, and impact our colleagues through the support we show each other.”

A handwritten signature in blue ink that reads "A. Bettridge".



Introducing Baringa Partners

"All of the Baringa Partners' consultants I have worked with have been the complete package. Excellent communication skills, strong subject matter expertise and solid technical understanding"

"Bringing in Baringa to work with our trading group has been the best business decision we've taken in the last six months"

"You have an entrepreneurial feel, and I like the personalised account management"

"For professionalism, deep subject matter knowledge, and the highest quality business ethics. You cannot go wrong with Baringa"

What our clients say...

We are a reputation-driven business, over 80% of the work we do comes from repeat business

- ▲ We help businesses run more effectively, navigate industry shifts and reach new markets. We use our industry insights, ideas and pragmatism to help each client improve their business. Collaboration is central to our strategy and culture ensuring we attract the brightest and the best. And it's why clients love working with us.
- ▲ Baringa has gained the reputation it has through our deep industry knowledge, excellent people and genuine partnering approach. The company continues to evolve to meet the demands of clients and to encourage the best consultants to join us. We appreciate that our reputation is hard won but easy to lose, so every project and every person at Baringa is business critical, and we only take on work where we are confident we can deliver exemplary results.

Baringa – our journey



Our size is an outcome of our success – not a target

2010-2013

250 employees
£59 million turnover
Moved to our Waterloo office

2016-2018

Top 50 employers for women
550 employees
£120m turnover

2013-2016

£92.5m turnover
3X practices launched
Top 10 spot in the Great Place to Work Institute®

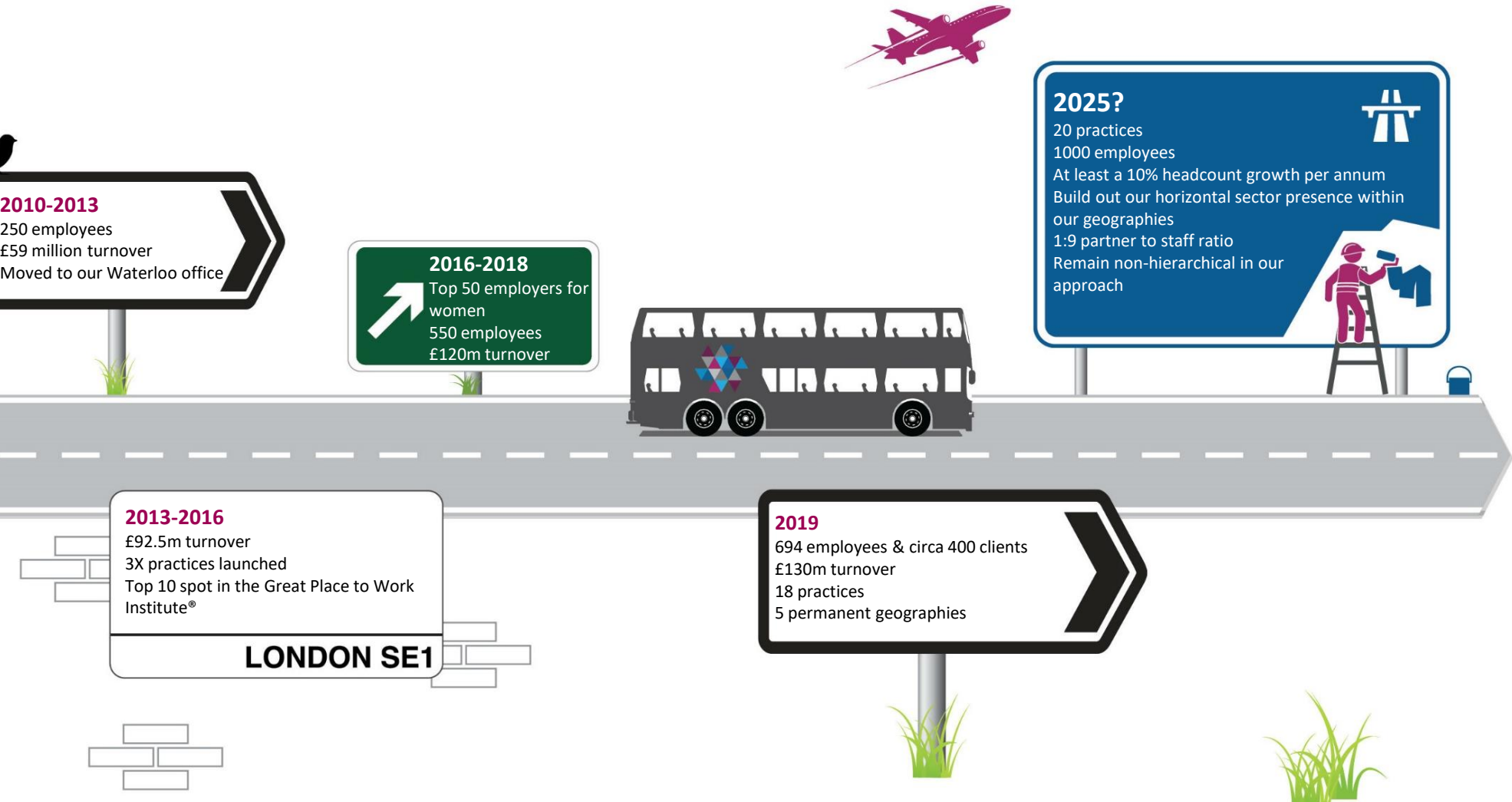
LONDON SE1

2019

694 employees & circa 400 clients
£130m turnover
18 practices
5 permanent geographies

2025?

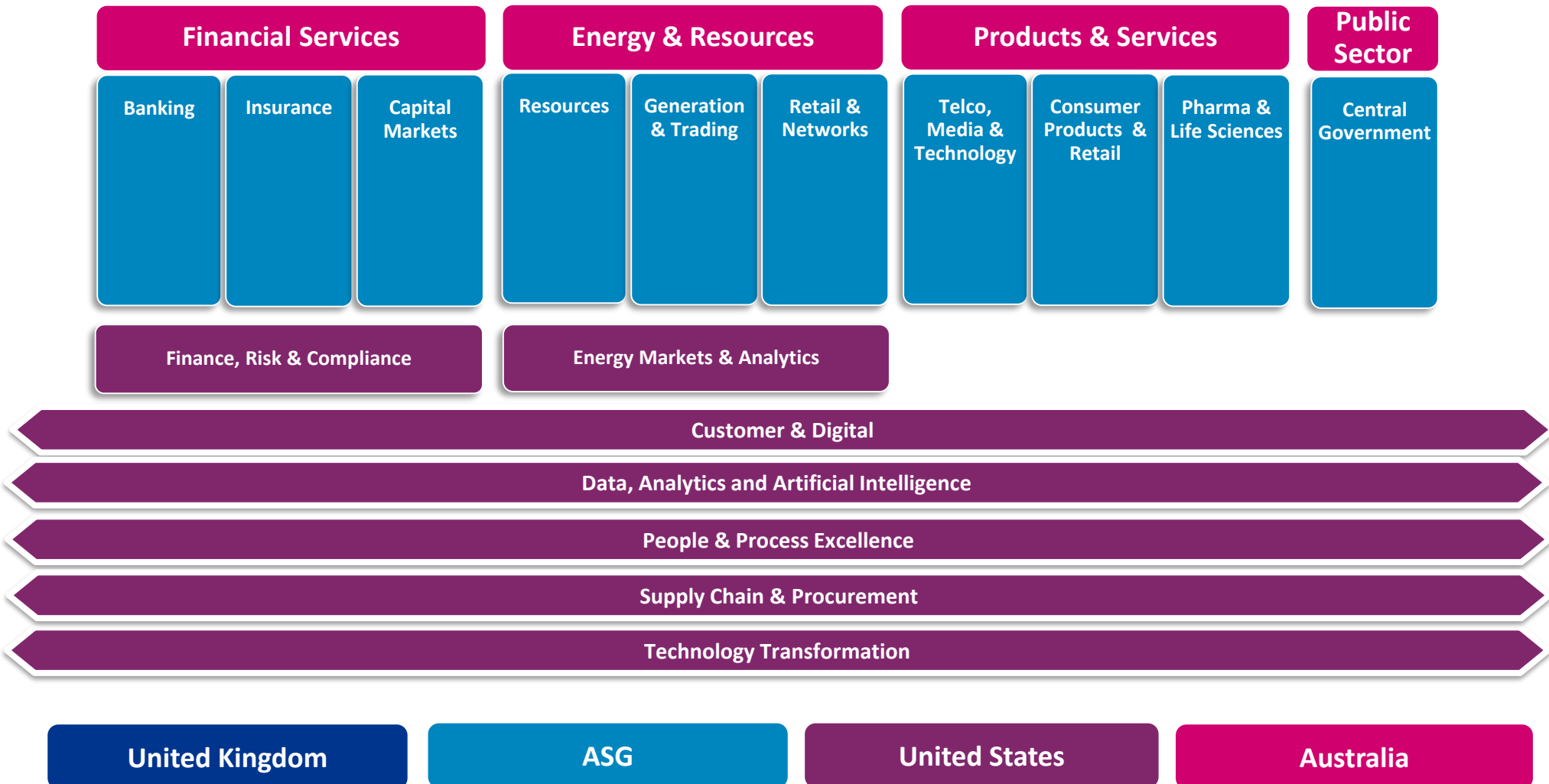
20 practices
1000 employees
At least a 10% headcount growth per annum
Build out our horizontal sector presence within our geographies
1:9 partner to staff ratio
Remain non-hierarchical in our approach





Business Units and Capabilities

The Baringa operating model



Recognition for our work

We have worked hard to be continuously recognised for our fantastic working environment and industry leading expertise...



2015 – 2016

Top 10 spot in the Great Place to Work Institute®

Top 10 Great Place to Work Awards in Nordrhein-Westfalia

Winner of the Energy Risk Awards as the Regulatory Advisor of the year



2017 – 2018

No.1 Great Place to Work (UK)

Best company to work for - Great Place to Work Institute (Germany)

Top 50 Employer for Women - The Times

Leading management consultancy in Energy, Utilities and Environment - Financial Times



2019 - 2020

12 medals won in the annual ranking of UK's leading management consultants – Financial Times

Top 50 Employer for Women – The Times

No. 1 in the small Enterprises category - Great Place to Work (Nordrhein-Westfalia)

No. 4 Great Place to Work (Germany)

Leading Management Consultancy in Energy, Utilities and Environment - The Financial Times

No. 2 Great Place to Work (UK)





The Summer Internship

Key Dates for the Summer Internship 2021



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/Baringa social events

Ad hoc dinners/drinks with your client team

Coffees with your 'Baringa Buddy'

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 our interns?

- ▶ 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 and The Times top 50 employers for Women



The Internship – your Project & Role



Induction & Training

- The first two days will be based in the Baringa head offices and aims to give you a general induction to the company, followed by some training to get you set up with your core consultancy toolkit
- There will also be soft skills training to prepare you for your first day on client site, including how to handle challenging client situations and some jargon busting. The training is of course finished off with some welcome drinks to help you all get to know each other!

Your client project

- You will be staffed one project throughout your internship and will be treated as though you are a Baringa Analyst
- You will be responsible for a set of deliverables and adding value to your client's organization
- You will 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 him/her throughout your internship to review your ongoing progress and to discuss any other ideas, questions or concerns you might have

Internal initiatives and learning

- As a group, you will be asked to write an intern newsletter towards the end of your internship, so you can let the whole business know what you have been up to
- You'll be able to take advantage of a range of 'Brown Bag' 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

Your Support Network



- ▶ Each Baringa intern is assigned a **Project Manager** (who you will work with on client site and will act as your advisor) and a **Buddy** for the duration of their internship.
- ▶ While your Project Manager plays a **formal role** which includes objectives setting and performance feedback, the Buddy will play a more **informal role** through which interns can meet others and be able to ask for general advice or what may be perceived as “silly questions”

Project Manager	Buddy
• 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

- ▶ Your Project Manager will aim to **meet with you 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 you and your Buddy as to 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!



Internship experiences

Intern Experiences



Name: Yasmin Haque

Level: Analyst (ex intern)

Business Unit: Data Analytics & AI

Client: A Global broker

I worked on a proof of concept (PoC) for a global broker where I was given the chance to enhance my technical and non-technical skills. I took ownership of an end to end PoC within Baringa's Data Analytics and AI team, where I built and trained a prototype AI service in python to predict market shifts from movements in interest rate swaps using LSTM neural networks. Throughout my internship, I was able to actively work on my coding skills, understand areas of deep learning and develop an understanding of capital markets. I was given the opportunity to present my work on several occasions via different communication channels such as meeting room presentations and conference calls. Finally, I had the exciting opportunity to present my work back to the client!

From my Baringa internship, I found that there's a strong collaborative community. People ask for help when they need it. I had a very supportive team who constantly provided me with constructive feedback, gave me guidance on where to find information and were also just really friendly people to work with! In addition, there really is a flat hierarchy. Senior members would take the time to explain challenging concepts to me and I always felt like I could reach out to them if needed. As a result of this experience, I am very excited to continue my professional and technical development as an Analyst at Baringa!

I worked on a large scale technology transformation project for a media client based in London. As a result of a joint venture, my role was to lead the Reporting workstream to ensure business requirements such as management and financial reports of both parent organisations of the UK music industry licensing businesses were captured and fulfilled. Quite technical at first and with no Technology experience, I have learnt a huge amount about software implementation from both business and technical perspectives during the 8 weeks. No project is the same - I had the opportunity to interact and work with senior stakeholders as well as train the new Business Lead in Leicester about reporting.

What I enjoyed the most during the project was the amount of responsibility and exposure you are given as an intern from Day 1. Additionally, people at Baringa are genuinely nice and welcoming, so being able to have coffee catch-ups with other consultants or even the senior leadership team within the business made me feel part of big family.

Overall, I highly recommend Baringa to anyone who's interested in consulting and look to work in a passionate, collaborative environment with great people!



Name: Rocio Wu Wu

Level: Analyst (ex intern)

Business Unit: Telecoms,
Media & Technology (TMT)

Client: UK Music Industry
licensing

Intern Experiences



Name: Kofi Annor

Level: Analyst (ex intern)

Business Unit: Insurance

Client: A global insurer

I had an amazing internship at Baringa. After a couple of days of analyst training, I left London for Southampton to join a global insurer delivering a large scale data transformation project. This involved creating a central hub of data which was fed by tens of different systems to make all of the data easier to understand.

The great thing about my internship was that I was given real responsibility and ownership over client work. I was able to develop my project management, data analysis and time management skills through completing client deliverables and internal initiatives. The work was always varied, engaging and challenging. My team had an amazing social presence too – enjoying an evening watching the cricket at the Ageas bowl as well as a night of darts at the Flight Club in London.

Baringa's fantastic culture meant that networking with people at any level was always a great experience. I met a number of incredible individuals who, despite not being on my project, still took the time to support my development. I enjoyed my internship so much that I joined the full time analyst programme a week after the end of my internship!

I spent my internship working on an out of town project at a large UK bank. I worked as part of an agile digital design team on a PSD2 Compliance project. Being a regulatory project, from the start I learnt a lot about the banking industry as a whole and the benefit you can bring to a client by having deep knowledge in a particular area. I developed an understanding of an agile way of working and the importance of Baringa's skill set in orchestrating and organising an agile approach.

Within my role I was given responsibility and ownership of client deliverables in a supported environment. I conducted independent analysis on aspects of the requirements gathering for customer two factor authentication solutions that are still being used today! Throughout my internship I was client facing and had the opportunity to present my work on several occasions to the client.

Being out of town on my internship immediately highlighted the team spirit and culture that comes with working at Baringa. I was initially quite nervous about three nights a week away from home but it turned out to be really fun! At least once a week we'd always do an activity together be it dinner, the cinema or go karting! Through this experience I felt immediately welcome and comfortable within the Baringa community when I joined as an Analyst in 2020.



Name: Naomi Hutchinson

Level: Analyst (ex intern)

Business Unit: Banking

Client: A UK Bank

A Day in the Life of a Baringa Intern



Name: Olivia Daniel

Level: Analyst (ex Intern)

Business Unit: Consumer Products and Retail

Client: Large UK Retailer

- ▲ **8.30am:** I leave the house and walk to work
- ▲ **9am:** I get to the office, check my emails and make my to-do list for the day, confirming them with my manager
- ▲ **9.30am:** I have a meeting with the Baringa and client team to give a status report and assign roles for the week
- ▲ **10am:** I have a call with a department lead to collate information about a process that we think has the potential to be automated
- ▲ **11am:** I continue to work on a client slide deck, which analyses a process to determine its appropriateness of implementing robotic process automation. This includes a cost-benefit analysis, impact reviews, change management plans and outlining the proposed automated process
- ▲ **1pm:** I meet with my team to head out for lunch
- ▲ **2pm:** I help facilitate a workshop with team leads from multiple departments
- ▲ **4:30pm:** I begin work on a Baringa internal initiative, which is developing a 'robot' to conduct a computer-based task that would have otherwise be done manually
- ▲ **5.30pm:** I make sure I have had all the conversations I need to have with the client before the end of the day
- ▲ **5.40pm:** I catch up with my manager to discuss the work I have done today and gain any informal feedback
- ▲ **6pm:** I finish work and head to an intern social in Hyde Park

A Day in the Life of a Baringa Intern



Name: Beth Farnsworth

Level: Analyst (ex Intern)

Business Unit: Energy Retail & Networks

Client: 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.
- ▲ **8am:** 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-12.30pm:** 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
- ▲ **3pm:** 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
- ▲ **5pm:** 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
- ▲ **6pm:** I leave the office and either head home or to a social if there is one.



The Baringa Way

Baringa differentiators



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 Culture

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 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.

Delivery Excellence

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.

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:

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 clients

- **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.

Ways of Working

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 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

Work Life Balance

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

Performance & Progression

Balance Baringa



At Baringa we believe that diversity is paramount to driving creativity, innovation and value – not just for our clients but for our people. Our focus on diversity and inclusion is key to our culture and the environment we want to foster.

Formally established in 2014, Balance Baringa, is our internal D&I initiative and is an integral part of our business dedicated to supporting individuals across the company irrespective of background, personality or profile. This ongoing initiative 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.

Our People Vision

*We are committed to providing a work environment that is **truly inclusive** (welcoming, respectful and engaging) where we **value differences** in people and **diversity within our teams**.*

We are a truly inclusive company that...



- ▶ Embraces the **value of diversity** for both Baringa and our clients
- ▶ Attracts, welcomes and inspires everyone, regardless of their ethnicity, gender, age, national origin, disability, sexual orientation, social background, religion and personality
- ▶ Creates an environment that enables everyone to be true to themselves

"Our focus on Diversity and Inclusion is broad and based on a fundamental belief that we need to be as diverse as the environment we work in and the clients we work for. We believe diversity makes us more creative in what we do, really enhances the way we solve our clients problems and allows us to have more fun whilst doing so.....ultimately it makes us a more successful organisation. It is a real area of focus for us and one we know we will have right when we no longer have to talk about it as something unique.....it will just be in our DNA and how we do business every day."

Alex Gurr, Balance Baringa Partner Lead



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

Networks and Initiatives



Everyone at Baringa can get involved in our networks and initiatives, as well as a variety of events from Mental Health Awareness Week, PRIDE, cultural diversity celebrations and many more! Here are just some examples of what we do and what you can become a part of.....

Gender Diversity



Our Gender Diversity Network (GDN) celebrates and champions gender diversity within Baringa. Our vision is to give a voice to gender related issues experienced in the workplace, better educating ourselves on gender identity and diversity, connecting gender diversity initiatives within the business.

Our GDN have held events such as 'Career Stories, the only way is up', where a number of our senior leadership team shared their career journey to date, and we are also involved in the celebration of International Women's Day.

Embrace



Baringa's Embrace Network supports our LGBT+ community. The network ensures that our firms policies and processes are in line with the interests and aspirations of our LGBT+ employees. Embrace also facilitates an 'Allies Programme' with ~50 allies who, irrespective of their sexual orientation, supports equal LGBT rights and actively challenges homophobia, biphobia and transphobia in the workplace

We have, and will continue to attend Pride. We are also members of Stonewall.

Ethnic Diversity



The Ethnic Diversity Network is a community convened to celebrate and champion ethnic diversity within Baringa. It is open to everyone and we want to create an environment that we can truly be proud of. We have a working group dedicated to driving our ethnic diversity initiatives.

Ethnic diversity events have previously included, ethnic diversity food week, external speakers, and awareness campaigns for major events such as Ramadan.

Industry to Consulting



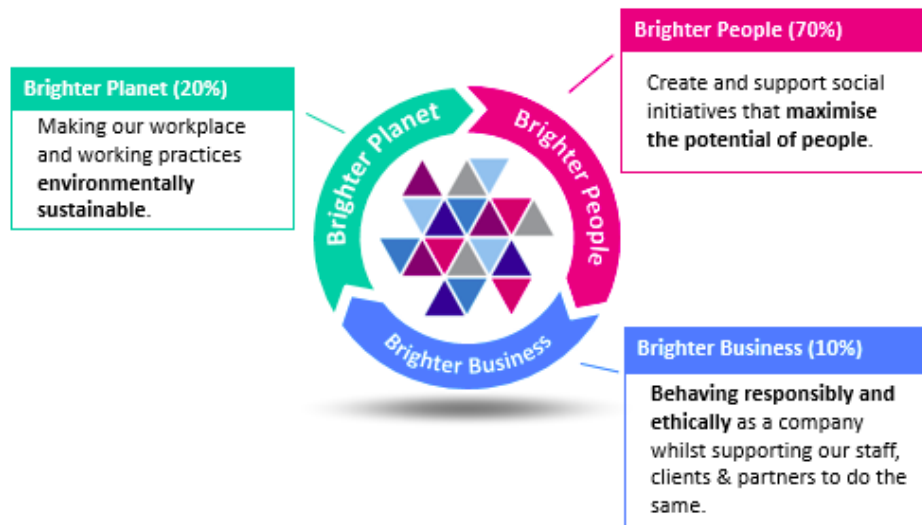
Our Industry to Consulting network aims to support our consultants coming from an industry background in order to ensure they transition successfully into their careers within consulting. Here at Baringa we feel it is important for our industry joiners to have a forum to share their expertise with "career consultants"

We have created a network for consultants to share learnings, answer questions, and receive ongoing support through quarterly networking sessions, training materials, and short learning sessions on key topics.

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**



Other CSR Policies

- ▶ **The Baringa Community Fund:** 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
- ▶ **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**
- ▶ **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

Previous projects that we have been involved in...

Brighter People

- ▶ **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
- ▶ **Benefacto:** individual volunteering sessions at times that suit you – skills based and non-skills based

Brighter Business

- ▶ **Groundwork Air Quality project:** help design and build an eco space at ConStreet children's centre (Jan 2017)
- ▶ **Green IT:** help investigate options for improving the environmental impact of our IT practices e.g. walk up printing

Brighter Planet

- ▶ **Sustainable sourcing:** support the development and implementation of our supplier assessment framework

Away from the desk!



As you will be dispersed at client sites throughout the UK, we place a priority on getting together regularly to share experiences and the occasional war story! 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!



► Application and Assessment Process

What is involved in the recruitment process?

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

When will I hear if I have been accepted onto the internship?

We will aim to let all candidates that have attended one of the assessment centers know the outcome w/c 17th February 2020

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

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

► Internship Objectives and 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 will 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 three nights a week if you are on an out of town project, and will be able to travel home at a reasonable time on Thursday afternoon. We then ensure that all our interns can spend the day together in our offices in London on a Friday, where we will 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.

► Internship Objectives and Support

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. However as a brief introduction – your Project Manager will be the formal point of contact, they 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, Importantly, 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.

