

# Start your career at Thorogood

## The Business

Thorogood is a specialist consulting business; it develops the management information systems that are critical to the management of very large and complex organisations. These systems are purpose-built for each client.

Large organisations exploit global economies of scale. Over time, with the continuing growth of the world economy, they will become ever larger, their operations will be more globally dispersed and their activities will become more complex. An important constraint on their growth is the concomitant difficulty of managing scale, complexity and risk. This is where our systems are essential and will become even more critical in the future.



## The challenge

Our systems are used by top managers; while this can be just a few hundred people in a very large firm, they are the most demanding people, so the systems have to meet high standards and are often at the limits of what can be done with technology.

Our projects need small teams of highly capable, multi-skilled consultants, who work together to solve complex problems; tackling complex problems as a team is how we learn.

Many advantages flow to graduates because our company is small; everyone in the company matters, we cannot afford to waste anyone's time. We always have more opportunities requiring leadership and initiative than we have people to take them. None of our managers are perfect but it helps that they and we know it. Every part of our business could be improved and we want people who can think critically, identify problems and take the initiative to resolve them.

## Career options

Starting your career with Thorogood will give you insights into many firms and into their most challenging management issues. You use conceptual and analytical skills to understand our clients' issues and strategies. You apply your knowledge of technology to create real world solutions. This involvement in practical implementations with experienced colleagues and demanding clients generates experiences and learning that will be invaluable in your future career. Technology will be an



early focus for you but managerial and client relationship skills will, when added to technology understanding, increase your market value.

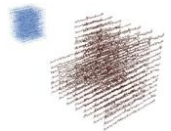


We will accelerate your development by providing you with challenge and exposure to a wide range of businesses, business functions and influential people in different countries. As the quality of your work creates opportunities for the firm you will also be creating opportunities for yourself – if you decide that you want to take one of these opportunities outside Thorogood we will help you make the transition.

If you decide that you want to stay with the firm and contribute to our growth we will be more than delighted and will give you the chance to share in the capital value that you create for the firm. Being small in relation to the market means our growth potential is unlimited. We will help you develop both through real world business challenges and postgraduate academic study.

If you decide to stay with us for the long term your career will be based on the development of long term trust relationships with clients; you will need to be work well with people, you will need to be true to your values, you will need always to do the right thing, not the thing which is most immediately profitable or expedient. You will care about clients and their success; you will keep your promises. You will be worthy of our clients' trust. We must never let a client down; when we make mistakes – and we try not to – we must correct them at our cost and learn from them.

If you decide to pursue a career in business intelligence consulting you will find that you have a source of satisfaction that is not available to consultants and advisors who only produce recommendations for someone else to take action. You implement the systems you recommend. You deliver a system, not just a deck of PowerPoint slides. You don't make a recommendation and just walk away - you commit to deliver. As well as all the usual consulting skills; aptitudes for technology, business and people, you need the courage to commit to solving difficult problems and the perseverance and tenacity that creates success.



## Consulting lifestyle

We want to attract the best people because being a niche firm in an IT services industry dominated by large generalist firms is demanding; they have scale advantages and to compete we have to be better and deliver more value, more reliably. Our people have to be better and we have to develop their capabilities better than our competitors.

We work for sophisticated customers who understand our value and who are prepared to pay a premium. That means we can pay at the high end of the market range. Our offices are in Philadelphia, London and Bangalore, all fun locations but we want the best people from anywhere so we will pay for regular return flights for our consultants from our office and client locations to their family home. While clients are very important for a consultant we want everyone to maintain a healthy work life balance and don't want people to burn themselves out. The consulting lifestyle requires travel to see clients on many continents and while this is exciting it won't suit everyone.



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*“My engineering degree confirmed I wanted to be a problem solver, but I also wanted variety. A career at Thorogood proved the right choice for me - problem solving with different people in different industries”*

James, Graduate 2005

*“I joined as a graduate trainee in September 1994. I am now head of Global Consulting”*

Paul, Graduate 1994