

CONSULTANCY CAREERS OFFERING THE FREEDOM TO WORK ACROSS A VARIETY OF SECTORS

MINDBENCH

Mindbench is transforming the way in which consultancy services are delivered through enabling effective associate staffing ...

A young and dynamic company, Mindbench is pioneering the effective use of on-demand talent for consulting companies. Founded in 2003, our associate network now comprises over 500 consultants with experience from across the consulting spectrum. We work with a number of top consultancies to complement their in-house teams and are currently expanding in a range of industries including financial services, retail, media and telecommunications.

Associate staffing: the "intelligent" consulting model

The past few years have born witness to a sizeable surge in the demand for experienced associate consultants. Many consultancy firms, including top brand strategy consultancies are discovering the benefits of associate staffing as an answer to volatility in the consultancy market and the increasing need for experienced specialists.

Our research suggests that more and more consultancy firms are modifying their staffing models, increasing their staff flexibility and expanding their talent pools by making greater use of associate consultants. In fact, in the June 2005 Mindbench study of 21 consulting firms, 70% of these firms said they expected to increase their use of associates from 2005 to 2006.

This associate trend is also proving very popular amongst consultants themselves with an increasing number of them discovering the merits of working freelance.

We estimate that there are around 60,000 management consultants working permanently with consultancy firms in the UK and around 10,000 independent or associate management consultants with previous experience in permanent consulting roles. Consultants are electing to work as associates because it offers them the opportunity

to choose work that they are genuinely interested in.

Freelance consultants can specify where and when they want to work and can select the areas of consultancy which appeal to them. It also allows them a healthy "work-life" balance and the potential earnings although not guaranteed are comparable to, or higher, than those achievable as a permanent employee.

Mindbench manages the largest network of associate consultants in the UK as well as providing specialist permanent recruitment for the management consultancy industry. We

look for candidates with previous experience of working for a consultancy firm and who have solid industry expertise. Industries we particularly focus on are:

financial services, telecoms, retail/FMCG and the public sector.

We value our consultants as individuals and encourage their personal and leisure pursuits which range from marathon running to setting up a handbag design business.

We keep in regular contact with our consultants via monthly newsletters and through hosting frequent conferences and social events where they are given the opportunity to network in a relaxed environment and to keep up to date with the latest issues in the consultancy arena.

At Mindbench we match people to projects. It is ideal for our clients as they are offered quality assured candidates who meet the profile requirements for individual projects and, likewise, it appeals to consultants who will only be put forward for projects that they are genuinely interested in.

As a result of this model, our consultants are motivated and enthusiastic about the work they undertake, an attitude which is beneficial both to themselves and to our clients.

Philip Wilson, Associate Consultant

"The advantage of working as a consultant is not being tied down to any particular industry, sector or discipline. Being freelance augments this feeling and allows me the freedom to pursue my own cases and business ideas.

Of course, one of the great advantages of freelancing is that you get to meet a lot of new people and learn from different processes, expertise and experiences. In fact you get to work on an even wider variety of jobs and industries than most permanent consultants which can be illustrated by a selection of projects I have worked on through Mindbench. These include:

- Delivering a training seminar in Paris on how to successfully work for the Private Equity sector
- Commercial due diligence projects in wide range of sectors, such as the magazine print media and private-client banking
- Assisting a major educational institute to plan strategically for changing European legislation and funding patterns
- Helping a global professional services company with its digital marketing strategy and how to maximise customer web-interface effectiveness

There have been two clients who valued me enough to put me on retainer for 3-4 years, a sort of semi-permanent contract arrangement which gives clients a flexibility that makes you even more valuable to them! How do I get projects? The best way to get involved in freelance work is to reach out to people who know your experience and capabilities already. This is where Mindbench have proved invaluable: by presenting me with exciting and interesting opportunities, perfectly suited to my skills and expertise."



The logo for Mindbench, featuring the word "mindbench" in a lowercase, blue, sans-serif font. Above the letter 'i' in "mind" is a stylized graphic of an eye with a blue iris and a dark pupil, looking towards the right.

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