

Arthur D Little

Uniquely Different

Linking Strategy, Innovation & Technology



Times Are Changing

In today's rapidly changing global economy, individual organizations and whole industries are having to re-evaluate, reorganize and reinvent themselves. For those clever enough, the opportunities to not just keep up but lead the way, are extraordinary.

If you are one of these rare individuals with the vision, ability and drive to help the world's largest corporations shape the future, read on.

Arthur D. Little, founded in 1886 by a professor at the Massachusetts Institute of Technology, was the world's very first management consulting firm. Today it is a leading corporate advisor in strategy and operations management, with a long and proud heritage of combining innovation with deep industry knowledge and technological understanding. We work with major corporations, investors and organizations worldwide to enhance the value chain, design better organizational and partnership networks, improve products and services, exploit new technologies, access emerging markets, leverage external competencies and satisfy customer needs.



“Arthur D. Little employs exceptional people – smart, hard-working, free-spirited individuals with good social skills that allow them to work with ease across markets and in different cultures. As the consulting market evolves into the twenty-first century and there are large numbers of undifferentiated consulting firms, our clients have an even greater need to work with people who have these Arthur D. Little attributes.”

Michael Träm, Chief Executive Officer, Arthur D. Little

Uniquely Different, Universally Rewarding

Our clients choose us for good reason – we are unique. We have four distinguishing qualities: **creativity, the caliber of our people, practical know-how, and intense commitment** to meeting client needs. When we recruit, we look for individuals who are capable of embodying them all.

Arthur D. Little has a long and proud heritage of creativity. We pioneered the consulting industry in the 1880s, logistics management and operations research in the 1940s, technology strategy tools in the 1980s, ambition-driven strategy in the 1990s and Smart Innovation in the 2000s. We specialize in bringing fresh insights and original approaches together in ways that help leaders rise to their toughest challenges. We are recognized for our thought leadership worldwide.

We therefore seek out people who have an appetite, and aptitude, for creative problem solving. You'll have the ability to think on your feet, grasp complex issues rapidly, work through problems logically and develop practical solutions.

“Working at Arthur D. Little, you are surrounded by talented colleagues who challenge and support you. You learn a lot quickly and you contribute to teamwork right from the start. The job is varied, and it is inspiring to work together with people who really make things happen. Also, the way we work side by side with our clients is very rewarding to me as an individual. As a new employee at Arthur D. Little, I have had the opportunity to participate in an enriching and fun training course in Nice, together with newly appointed Business Analysts worldwide. In addition to developing my consulting skills, it was a perfect opportunity to exchange global experiences and to establish my own Arthur D. Little network.”

Manager, Arthur D. Little

You'll also have the imagination to see things from different angles, try a variety of approaches and arrive at original insights through lateral thinking.

In many environments, these abilities and qualities may not be nurtured or freely expressed in the firm. At Arthur D. Little they will be actively encouraged and fostered – because creativity is at the very heart of what makes us so different. We promote a caring and free-spirited environment where you are encouraged to take initiatives that bring the very best out of you. We value your input and ideas, and will challenge you from day one. You will be given responsibility at the outset to manage your own workload and, increasingly, to manage others.

Our environment is non-hierarchical and we encourage new consulting staff to take on client facing roles from the beginning.

If you join us straight from college or with 1-2 years experience, you will start as a Business Analyst, with the majority of your time spent on case work. Those with more experience, or who join after completing an MBA, will probably start as a Consultant, with a greater level of responsibility and the opportunity to lead cases at an earlier stage.

When you join, you will have a clear structure of tasks and responsibilities, but will be given the space for individual creativity. You'll always be provided with support and guidance to encourage personal growth and development – we recognize people for ability and achievement, not length of service.

Exceptional People, Without Exception

The **caliber** of our people determines our culture and our uniqueness. We therefore only employ the most exceptional individuals in their respective fields.

We are looking for creative, self-motivated people who also have the ability to put their ideas into action, and who can see solutions right through to implementation.

This means you will be a flexible and well balanced individual who is easy to work with and sensitive to social and cultural issues. Your self-confidence and ability to work on your own will be balanced by the fact that you are an excellent team player with strong communication and presentational skills.

A high degree of quality consciousness is essential – you must have high personal standards in all areas of your work.

We also demand absolute integrity and dedication to delivering truly independent advice, rigorous analysis and valuable insights. Finally, you must have a genuine passion for the type of work we do, and demonstrate this enthusiasm in your approach to client projects.

Fluency in English is essential, and you must be able to speak the national language(s) of the office of your choice. Additional languages are always appreciated. You will also have at least one academic degree and will now be looking to apply your intellect, enthusiasm and curiosity to solve multifaceted challenges for our clients.

Embracing the Challenge

As corporate advisors we realize that creativity works best when combined with real practical know-how. We focus on five global industry groups: TIME, Energy & Chemicals, Manufacturing, Services and Healthcare. Unlike other strategy and operations management firms, we can provide our clients with deep industry knowledge and technological understanding. That's because we employ experienced experts in a wide range of specialized fields who can blend context, vision and detail to bridge the gaps between strategy, management and technology.

When you join us you will have the opportunity to work alongside our experts and benefit from the experiences provided by this uniquely pragmatic environment. We are committed to staff development through learning on the job, knowledge sharing among colleagues and formal training.

From day one, as a new member of the consulting staff, you will be immersed in case work, learning from other staff and working directly with clients.

Whether you join straight from college, following an MBA, or after experience with another company, you will have access to Arthur D. Little's world-class formal training program. You will participate in this alongside your case work. It is designed to develop and supplement the talents you bring with you. You will learn how to improve your presentation, case management, coaching and interview skills, how to facilitate meeting, and how to develop effective sales strategies. This will be supplemented by regular training that develops your functional and industry specific know-how.

Rewarding Commitment

Our intense commitment to helping our clients meet their objectives sets us apart. We take great pride in upholding the highest professional standards and adhering to the most rigorous quality systems. We work side by side with our clients, eagerly transferring our knowledge while at the same time always respecting their insights and experience.

As you have probably guessed, delivering this degree of commitment also means we work hard. This is true of any consulting company. We pride ourselves, however, on offering a uniquely rewarding working experience. Our office culture and values are very important to us. You'll immediately feel part of the team and be welcomed into a friendly working environment where open and honest communication is encouraged and a sense of humor is always valued.

What's more, we also encourage you to strike a balance between work and play, which in turn requires every member of the team to develop excellent planning and organizational skills. The work-life balance that we promote ensures our company is made up of interesting, enthusiastic, rounded individuals who are committed to their work and yet value their life outside it. This helps to create a positive environment where work is a pleasure.

“Customers value Arthur D. Little for its innovative and out-of-the-box approach, while adhering to stringent intellectual rigor and professional standards. The same goes for the colleagues you are working with: all of them have entrepreneurial spirit and professionalism, combined with a sound sense of realism and humor, which makes them both challenging and fun to work with. From day one, you get delivery responsibility for both internal and external assignments, supported by coaching from your manager.”

Business Analyst, Arthur D. Little

A career with us gives you a wealth of opportunities, terrific freedom and a high degree of personal responsibility. From the very outset you'll be continually challenged to increase your knowledge and broaden your experience – you work on projects that suit your personal ambitions and development plan, you drive your own personal development and you decide what contribution you are going to make to the success of Arthur D. Little. It's up to you how much you make of your time with us, because we promote on merit, not on length of service, and reward those who show the most dedication.

Global industries

- Automotive
- Chemicals
- Energy & Utilities
- Financial Services
- Healthcare
- Manufacturing
- Private Equity
- Public Services
- Telecommunications, Information, Media & Electronics
- Travel & Transportation

Global services

- Corporate Finance
- Information Management
- Operations Management
- Strategy & Organization
- Sustainability & Risk
- Technology & Innovation Management



Office locations

■ Amsterdam	+31 20 301 6500
■ Bangalore	+91 804 288 3888
■ Beijing	+8610 6567 7055
■ Boston	+1 617 532 9550
■ Brussels	+32 2 761 72 00
■ Cambridge	+44 122 342 7100
■ Dubai	+971 4 433 5401
■ Dusseldorf	+49 211 8609 0
■ Gothenburg	+46 3 17 58 10 00
■ Hong Kong	+852 2845 6221
■ Houston	+1 281 404 9856
■ Kuala Lumpur	+60 3 2164 6063
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■ Singapore	+65 6297 2300
■ Stockholm	+46 8 50 30 65 00
■ Tokyo	+81 3 34 36 21 96
■ Vienna	+43 1 515 41 0
■ Wiesbaden	+49 611 7148 0
■ Zurich	+41 44 722 89 89

Arthur D. Little

Arthur D. Little, founded in 1886, is a global leader in management consultancy; linking strategy, innovation and technology with deep industry knowledge. We offer our clients sustainable solutions to their most complex business problems. Arthur D. Little has a collaborative client engagement style, exceptional people and a firm-wide commitment to quality and integrity. The firm has over 30 offices worldwide. With its partner Altran Technologies Arthur D. Little has access to a network of over 17,000 professionals. Arthur D. Little is proud to serve many of the Fortune 100 companies globally, in addition to many other leading firms and public sector organizations. For further information please visit www.adl.com.

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