

# NEWTON

**INSIDE:**  
BEING NEWTON  
SKYROCKETING CAREERS  
BECOMING MENTORS  
FUN WEEKENDS AWAY  
PLUS MORE

“

**THE BLINDINGLY  
FAST SPEED AT WHICH  
YOU GROW AND LEARN  
IS PHENOMENAL.**

STEVE WILSON  
PARTNER

MEET THE  
**NEWTON YOU**

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PICTURE THIS.  
YOU’RE SURROUNDED BY PEOPLE  
WHO PURSUE BRAVE IDEAS.  
THERE ARE NO UNWIELDY PROCESSES.  
AND NO ONE EVER UTTERS ‘THAT’S NOT MY JOB’.  
YOU’RE ENCOURAGED TO ASK TOUGH QUESTIONS.  
TO BE A BIT LEFT-FIELD.

MEET THE  
NEWTON YOU

THE YOU THAT COLOURS OUTSIDE THE LINES  
THE YOU THAT SHRUGS OFF HIERARCHY  
THE YOU THAT STEPS BACK SO OTHERS STEP UP  
THE YOU THAT’S HUMBLY CONFIDENT  
THE YOU THAT CUTS THROUGH THE NOISE

ABOUT US

We help to crack some of the biggest challenges that businesses and public sector organisations face. We're called upon to bring much-needed change, from redesigning social care to improving build efficiencies on aircraft carriers. The work's varied and complex – just how we like it. And no one else does it the way we do.

Take our business model. We guarantee our fees against delivering results, and will only leave once our clients see those results stick. Bold – yes. Disruptive? Always.

THE YOU THAT'S  
FULLY IN THE  
PICTURE



It started with 3 people



PICTURE

Our sectors include:

- ADULT SOCIAL CARE
- AEROSPACE
- CHILDREN'S SOCIAL CARE
- DEFENCE
- HEALTHCARE
- INFRASTRUCTURE
- MANUFACTURING (FMCG)
- RETAIL
- SERVICES



We operate to a strict five-day-a-week policy



The weekends are for you, not for work

100% of our fees are guaranteed against getting results



# THE YOU THAT'S ON THE SAME PAGE



Our founders – Tom, Andy and Kevin – built Newton to buck the norm. To shake up the way things are done. Because, to them, change doesn't come from behind a laptop. It comes from people getting under the skin of an organisation and learning first hand how it ticks. It's not about producing reports that gather dust on a boardroom's top shelf. It's about delivering results that actually work. And make even the greatest organisations better.

That's why Newton is so different.

“

**NEWTON'S FOUNDED ON REAL TRUST AND RESPECT FOR EVERYONE. THERE'S AN INSTINCTUAL LOYALTY THAT NEVER FALTERS – WE DON'T CRITICISE FROM THE SIDELINES, WE ALWAYS GET STUCK IN AND HELP. SUPPORTING COLLEAGUES TRUMPS SCORING POINTS.**

**TOM WEDGWOOD**  
FOUNDER



“

**WE DO WHAT WE SAY WE'LL DO. IT'S AS SIMPLE AS THAT. NO MATTER HOW TOUGH IT GETS, IT'S NOT IN OUR DNA TO GIVE UP. WE STICK AROUND THROUGH THE CHAOS UNTIL WE GET THE JOB DONE. AND DONE RIGHT.**

**ANDY HAWES**  
FOUNDER

“

**WE NEVER LOSE SIGHT OF WHAT MATTERS. YES, WE ALL FEEL THE PRESSURE SOMETIMES. BUT OUR PEOPLE COME FIRST. WE MAKE SURE THEY DON'T CARRY EVERYTHING ON THEIR SHOULDERS, AND ACTUALLY HAVE FUN. WE WANT EVERYONE TO LOOK FORWARD TO MONDAYS.**

**KEVIN JONES**  
FOUNDER





# THE YOU THAT GROWS IN LEAPS AND BOUNDS

Let's consider momentum. We're a fast-growing business, so career opportunities are abundant. And with all the support, training and development you need, there's really no stopping you.

- **CONSTANT, HANDS-ON SUPPORT**
- **BLINDINGLY FAST CAREER PROGRESSION**
- **TEAMS THAT HAVE YOUR BACK**

## CONSULTANT

Successfully delivers work streams

## SENIOR CONSULTANT

Leads and delivers work streams, managing a small team

## LEAD CONSULTANT

Leads major work streams and client engagements

## PRINCIPAL CONSULTANT

As the site lead, oversees major parts of programmes and client engagement

## BUSINESS MANAGER

Leads several teams to deliver major improvement programmes

## DIRECTOR

Runs a sustainable business as part of a team, with an average revenue of £3-5m per annum

## PARTNER

Leads several £multi-million client relationships, with a key role in leading the market sector

You've got expertise in defence, let's say, or retail – but just because it's what you know, that doesn't mean it's all you want to do. We won't box you in: personalised training courses will take you beyond your own experience. Just look at our one-year Leadership Development Programme, where last year's cohort travelled to Ghana for a photojournalism project.

A bit closer to home is your development manager. The person who, if you hadn't already guessed, will focus on your personal and professional development. Together, you'll dust off your shelved ambitions and make them happen.

From day one, swift career progression is always on the cards. Think of it this way: if you show us that you're ready to step up – you'll be promoted. Because we recognise talent, not tenure.

No matter the role you join in, you'll be surrounded by spirited, naturally curious people. People who want to learn from you, and who'll also teach you a thing or two along the way. It's how everyone goes further, faster.



“

I ALWAYS KNEW

I'D MADE THE RIGHT CALL.

STEVE WILSON  
PARTNER

# MY NEWTON STORY

This is Steve's story –  
from first impressions  
to becoming a partner  
(and everything in between).

"After eight years in civil engineering, I fancied a change. Why Newton? While I was at uni I met one of the founders, Andy, when he came and did a talk about the company. The idea of Newton really stuck with me – so years later when I was asked if I'd be interested in joining, I leapt at the chance.

I remember on my first day thinking how unbelievably bright everyone was. And realising just how fast paced and challenging it was going to be. I'll be honest, it was a shock to the system: I'd gone from knowing my stuff as a technical specialist to having to learn something completely new.

After a couple of small projects in a carpet factory and then a bakery, my first big programme with Newton involved the build of aircraft carriers – and it was also the moment I felt like I'd found my feet. It was more aligned to my previous experience in the construction sector, so it resonated quite strongly. I loved getting out on the ships, rolling up my sleeves and learning

first hand what the issues were. The fact that the work had national impact wasn't lost on me either. Within a few years, I was heading up the whole programme.

This swift progression is something that's really supported at Newton: if you're ready for the next step up, you'll be promoted. Of course, experience is part of that – but there are no set timelines you've got to meet. I'm a partner now, heading up one of our major defence sector accounts. And every step of my story has been exciting and thought provoking in equal measure.

One thing I've found along the way is the need to be patient. Coming in at a more senior level, you have to give yourself time to adapt. To be a bit of a sponge. Remember, we're here because our successful, established clients haven't been able to solve something. It means the challenges are often incredibly complex and require different ways of thinking. And that's why you've been brought in."



# THE YOU THAT'S ALWAYS CONNECTED

• **REVIEW DAYS**  
**EVERY TWO WEEKS**

• **FUN ACTIVITIES**  
**THE NIGHT BEFORE**

• **WORKSHOPS**  
**SET BY YOU**

You lead a busy life. You're onsite with the client for long periods of time, totally focused on the job at hand. So it's quite easy to get absorbed in your own little world – but sometimes you need to come up for air. To take a step back and get a fresh perspective. To connect with your colleagues and find out what's been going on. It might sound like a luxury, but we make it happen every two weeks.



"The review day is a special, unique part of Newton. It's something to look forward to every fortnight – knowing that we're all getting back together. You see genuine friendships blossoming, and everyone walks away really buoyant and energised."

**KAT SUDDABY**  
Principal Consultant

If there's one thing to sum up our culture, it's a review day. They bring everyone across Newton under one supercharged roof. There's a buzz about them. An energy that just radiates off people as they help solve all sorts of conundrums. You're surrounded by those who genuinely care – who don't see it as weakness if you ask for help.

The day actually kicks off the night before with fun activities and catch-ups over dinner; it's more like friends getting together than anything else. We just switch off and let our hair down. It's very relaxed, and just what's needed.

The next morning starts with breakfast and business updates, swiftly followed by things like promotion news, welcoming new joiners or handing out awards. Next up, a few people briefly (and we mean about a minute, tops) tell us what's been happening in their personal and work lives. Then it's time for the main event: workshops.

The workshop content can be set by anyone. They're the perfect opportunity to draw on the ideas of your colleagues. To get feedback on a presentation you've put together. Or just to talk through a particularly mind-boggling challenge. All in an open, uncompetitive environment without judgement. The ultimate aim? For people to feel unstoppable.



“

**I'M REALLY PROUD OF WHITNEY AND WHAT SHE ACHIEVED. WE'VE STAYED IN TOUCH, AND I'M CURRENTLY HELPING HER WITH APPLICATIONS FOR GRADUATE ROLES.**

**DOM ANSBRO**  
MENTOR

# THE YOU THAT HELPS OTHERS SHINE

Working with the Social Mobility Foundation, we've supported over 100 students from underprivileged backgrounds to get top graduate jobs or internships.

We see it this way: with so many opportunities out there, it's difficult for students to know where to even start. Especially when places are becoming notoriously competitive. As mentors, we hope to make this first step (and all the ones after) a little bit easier. To demystify any application processes, tap into our networks and help people achieve their goals.

Our mentoring programme usually kicks off every July and lasts six months. Each consultant gets matched up with a mentee, and from there it's a tale of one-to-ones and workshops. Mentees can sign up to as many workshops as they like, which focus on things like communication, presentation, networking and leadership skills.

## Meet Dom and Whitney.

Dom's one of our mentors, who worked with Whitney to help her secure a summer internship while at university. On the right, hear straight from the horse's mouth how the mentoring unfolded, and the impact it had.

Mentoring isn't the only way we contribute to the wider community. Whether it's putting on Christmas lunch at soup kitchens or pledging £120,000 a year to support incredible causes, we make sure Newton's impact goes above and beyond our usual day to day. Because helping people is in our nature, after all.

"Since my mentoring at Newton, I've grown immeasurably in confidence – whether that's in communicating my skills and experience in interviews or when facing new situations. And that's all down to Dom. He helped me to set goals, and then actually start taking steps to achieving them.

I was able to attend things like the Newton weekly sessions, which were really insightful about the world of work. I gained a far greater understanding of different careers and which ones in particular fit my

interests. So when it came to applying for internships, I was much more sure of myself. Especially because of Dom's help in preparing for my interviews with practice exercises.

It's been an incredibly beneficial and rewarding experience – one that's made a huge impact on my personal and professional growth."

**WHITNEY GOOLD-WALTERS**  
Mentee

"From the get-go, Whitney's drive and determination really shone through and her commitment to securing an internship was clear. Our first few discussions focused on what kind of work or roles she'd be most interested in, and suited to. A finance career came out on top.

Together, we researched different employers and I introduced her to people I knew in the industry to help grow her personal network. Whitney then spoke to them to get a better feel for their organisation's culture and variety of internships she could apply for. I went

through each of her applications, and fed back on how to make them even stronger. Whitney was offered three great summer internships, and she accepted two of them: one at an investment bank and the other at a top professional services firm.

I'm really proud of Whitney and what she achieved. We've stayed in touch, and I'm currently helping her with applications for graduate roles."

**DOM ANSBRO**  
Mentor



# THE YOU THAT LIVES LIFE TO THE FULL

It's not all work, work, work. It can't be. In our ever-evolving world, it's important to switch off and reset the balance every once in a while. Having fun just comes with the territory at Newton – and it's also a great way to bond as a close-knit team.

## N-weekends

For you and a plus one, these subsidised weekends away with your colleagues can involve everything from Murder Mystery weekends to relaxing yoga trips in the Cotswolds to sailing in the Solent.

## Summer and Christmas parties

We're quite proud of our parties, hosted on a private beach in Cornwall or a world-class venue in the UK.

## Activity days

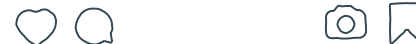
We'll take you off-site to spend the day learning something new.

## Review nights

Every fortnight, we arrange social events around different activities. Think zorb football or punting.

## Fun nights on site

The perfect opportunity to let your hair down with the team each week. Simple as that.



**Newton** The team get ready to catch some fresh snow this morning in Chamonix  
#ontour #powderday



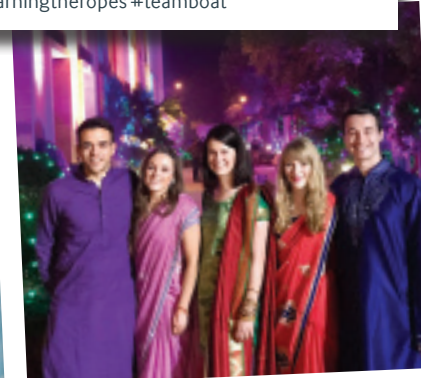
**Newton** Holding on for dear life... just about  
#summerparty #theyfelloff



**Newton** Think you could run 91km across the Sahara? Well – our team just did, in the Marathon des Sables. #shattered #creamcracked



**Newton** Learning the ropes as we sail the Solent: here's hoping for smooth sailing  
#learningtheropes #teamboat



**Newton** We attend each other's weddings, even when they're in India!  
#justmarried #truefriends



**Newton** Preparing to take on the waves at Lusty Glaze beach  
#surfsup



**Newton** We're thinking outside what we know today – studying Leadership on a photojournalism project in Ghana



**Newton** Catching up and getting ready for the night ahead at our summer party



**Newton** Getting our hands dirty – very literally – on our Christmas volunteering day at a community farm in Swindon



Balance matters. We know there are hours, days, weeks and months of work behind every ‘We’ve cracked it!’ moment. But we never want you to burn out. That’s why we try to make sure the quality of your personal life is never compromised.

# THE YOU THAT FEELS MORE VALUED

There’s no one-size-fits-all solution. Instead, we look at your individual needs to work out what’s best for you. Whether it’s reduced hours, working from home or job-sharing, we’re completely open to flexible arrangements. For our returning-to-workers, we make sure they’re always supported and settle back in at a pace that suits them.

You’ll also have plenty of opportunities to change role within Newton, either temporarily or permanently. It’s how we try to maintain that all-important balance between your personal and intellectual needs.

We take rewarding our people very seriously. After all, it’s a team effort – so everyone should share in the success. Here are just a few benefits we offer:

**BONUS**

We are determined that you will share in the business’ success: every six months, everyone in Newton receives a profit share bonus based on company-wide results. This rises with seniority, and can be as much as 40-50% on top of base salary.

**PENSION**

Tax efficient savings through our company pension scheme, matching your contributions up to 4%.

**COMPANY CAR OR ALLOWANCE**

Replace all the hassle, risk and burden of running your own car through our car scheme, or opt out and receive a cash car allowance – the choice is yours.

**SHARE OPTIONS**

Our bonuses share shorter term success, whereas our share options let you participate in Newton’s longer term growth. These start at Lead Consultant, increasing as you move through Business Manager and into Director/Partner.

**MEDICAL COVER**

Taking care of your health: you can opt into our private medical cover.

**MUCH MUCH MORE**

All travel costs covered by Newton. Childcare vouchers. Mobile phone. Cycle-to-work scheme. Income protection. Life cover.

SO NOW THERE'S ONLY ONE QUESTION.  
ARE YOU READY TO MEET **THE NEWTON YOU?**

VISIT  
[NEWTONEUROPE.COM/CAREERS/EXPERIENCED](http://NEWTONEUROPE.COM/CAREERS/EXPERIENCED)





**NEWTON**

