



**OC&C**  
Strategy consultants

**UNCOMMON SENSE™**

*... because great minds  
don't think alike*

WELCOME



# WELCOME



## CHRIS CO-FOUNDED OC&C AFTER A GENERAL MANAGEMENT CAREER AND SEVEN YEARS EXPERIENCE AT U.S BASED STRATEGY CONSULTANCIES.

Despite having spent over three decades in strategy consulting, I have never woken up bored of my job. What other job allows you to work with the smartest of colleagues, the most successful of clients, on the most complex of problems? A real privilege! And you get exposed to them a decade before you would encounter similar opportunities in the corporate world.

But I guess you know this, otherwise you would not be reading. You will also have worked out by now that we are not looking for ordinary people.

At OC&C, uniquely among major consultancies, the large majority of the work we do is true strategy. Rather than optimising operations or implementing predefined plans, we help business leaders deliver success for their businesses by tackling the challenging questions they cannot answer alone. In order to do this, we need clear thinking people who are able to do this from day one.



*“At OC&C, we want clear thinkers who can help our clients to create the best business strategies and make a real difference to their organisations.”*

Your ideas will be welcomed and used by your project team - and in return, we aim to stimulate you and allow you to develop rapidly, to take personal responsibility for the quality of the advice we provide for our clients. If you choose to join us, you are not just beginning a career in consulting.

You will also actively shape the culture and future of OC&C. We’ve grown rapidly since I co-founded the business in London, in 1987. Yet we are still small enough for you to make a real impact, whether it’s organising social events, spending time in our international offices or supporting the business development agenda.

In this brochure you’ll learn more about what we do and what makes us tick. If you want to join a firm with a superb reputation for business strategy, in a culture that’s challenging, supportive, and fun, then think of OC&C.



**Chris Outram**  
FOUNDER

THE BEST HOME *for the best strategy talent*

# WHAT *we do*

WE FOCUS ON THE ISSUES THAT ARE CRUCIAL TO OUR CLIENTS' FUTURE AND PERFORMANCE.

We work for senior executives from a range of clients, providing solutions to some of the most exciting strategic problems in consulting today. At OC&C, we believe in solving problems using fresh evidence, crisp analysis and substantial experience. We offer our clients pragmatic and bespoke strategies, not off-the-shelf answers. We treat each problem as unique. There is no generic framework, no rulebook. Our clients are varied; some are multinationals, others are smaller seeking leadership in new and fast growing markets. All are leading companies with a firm grasp of the importance of excellent strategy.

## RETAIL



We bring an unparalleled understanding of the customer, and a determined, analytical mindset to deliver results together with retailers globally.

## LEISURE & HOSPITALITY



We work with some of the biggest global players and national names across a broad range of sub-sectors.

## B2B PRODUCTS & SERVICES



We develop and provide superior insight to the winning business models in complex B2B products and services sectors.

## CONSUMER GOODS



End-to-end thinking on every aspect of your product.

## TMT



We live and breathe TMT issues, working across fast-changing and re-combining domains around the world.

## ANALYTICS



We help clients realise the potential of their data using analytics and AI.

## PRIVATE EQUITY AND M&A



We help investors to realise maximum value from their assets using rigorous analysis and sector expertise across the investment lifecycle.

## DIGITAL



Our cross-sector Digital team brings together experts with the capability and experience to help businesses scale and thrive in today's digital age.


# GLOBAL *yet local*

10 

Countries

14 

Office locations

700+ 

People



Belo Horizonte  
Boston  
Hong Kong

London  
Melbourne  
Milan

Munich  
New York  
Paris

Rotterdam  
São Paulo  
Shanghai

Sydney  
Warsaw



# LONDON



## OC&C WAS FOUNDED IN THE UK OVER 35 YEARS AGO AND NOW ITS LONDON OFFICE IS HOME TO OVER 300 EMPLOYEES.

Fast growing, the London office is a hub for diversity, inclusion and creative minds. Every member of our team works closely with those across all levels in all global offices.

London itself is a city that never sleeps. It plays host to cuisine, art and history from around the world. From some of largest art galleries and museums in the world to a vibrant night life, the bustling metropolis provides a fast paced creative and social lifestyle that is second to none. Outside of the working day-to-day, each month London's networks organise a wide range of events for the team, from discussion panels to ping pong championships, there is plenty to get involved with!

*"No matter how long you spend here, it's a great place to learn and meet people who have the same problem-solving mindset."*



**Tolu Oluwadairo**  
CONSULTANT - ANALYTICS

*"The best part of OC&C is getting to know the people – everyone has had a large variety of experiences before joining and it's great to be able to socialise with them through the firm-wide events."*



**Clare Zhou**  
CONSULTANT

The London office offers both full-time entry-level positions as well as a Summer Internship.

Our Summer Internship is 8 weeks long, and to apply you must be in your penultimate year of study.

Our Associate Consultant - Strategy and Analytics (both entry level) positions are open to those in their final year of study, or have recently graduated.

### APPLICATION WINDOWS:

Associate Consultant Positions  
September 2023 - November 2023

Summer Internship Position  
October 2023 - January 2024

### Associate Consultant - Strategy & Analytics and Summer Internship Application Process

Initial application - submit CV via the OC&C UK careers site

- Stage 1** Online testing
- Stage 2** 2 x 30 minute interviews, case studies for strategy and technical for analytics, with Consultants & Managers
- Stage 3** 2 x 45 minute case study interviews with Associate Partners & Partners

### APPLICATION REQUIREMENTS

**Language skills:** business fluency in English

**Right to work in location:** not required - the London office is able to sponsor all working visas

**Qualifications:** currently studying for or have completed an undergraduate degree

Experience with Python and/or R for the Associate Consultant - Analytics positions



# MILAN



The Milan office offers both full-time Graduate Positions and Graduate Internships. Applications for the Associate Consultant (entry level) positions are reviewed on a rolling basis. Graduate Internships commence in the Autumn & Spring.

### Associate Consultant (entry-level) Application Process:

**Initial application** – submit CV & cover letter via the Milan 'contact us' page on our OC&C website

**Stage 1** Informal conversation with HR team

**Stage 2** 2 x 45 minute case study interviews with Managers

**Stage 3** 2 x 45 minute case study interviews with Associate Partners & Partners

### Graduate Internship Application Process

**Initial application** – submit CV & cover letter via the Milan 'contact us' page on our OC&C website

**Stage 1** Informal conversation with HR team

**Stage 2** 1 x 45 minute case study interview with Consultant or Manager

### APPLICATION REQUIREMENTS

**Language skills:** business fluency in Italian & English

**Right to work in location:** required

**Qualifications:** a degree in Economics or another quantitative discipline (incl. Engineering)

THE MILAN OFFICE IS BASED IN THE BRERA ARTIST'S QUARTER, HOSTING THE BRERA PALACE AND HOME TO CULTURAL INSTITUTIONS SUCH AS THE PINACOTECA, THE BOTANICAL GARDEN, THE LOMBARD INSTITUTE FOR SCIENCE AND ART AND THE ACADEMY OF FINE ARTS.

Originally Long Term Partners (LTP), the office was founded in 2012 by a group of Partners with more than 20 years of experience. LTP formally joined the OC&C integrated network in 2019.

The Milan office organises evening social events every quarter in glamorous locations in town, where significant others are also invited.

*“Consulting is challenging in a positive way, because you get to put yourself in the game and no two days are the same. It has allowed me to test myself and my limits and has pushed me to continuously think outside the box. I have definitely learnt more in the last few months than being at university for three years. The projects I have worked on here, have been super interesting, which is one of the things I would say sets us apart from other consulting firms – this is definitely due to the various industries we work in.”*



**Ariya Morbiato**  
ASSOCIATE CONSULTANT



# MUNICH



THE MUNICH OFFICE HAS A SMALL BUT FAST GROWING TEAM OF 35, SO IT'S EASY TO GET TO KNOW EVERYONE. YOU WILL WORK CLOSELY WITH THE SENIOR TEAM, AND MAKE AN IMPACT IN BUILDING THE OFFICE, WHILST ALSO BEING WELL INTEGRATED WITHIN THE GLOBAL OC&C NETWORK.

Munich itself is a modern metropolis that was able to keep its small town charm. Close to the Alps and their ski slopes, as well as to the Italian ocean and Lake Garda, it is often described as the most northern Italian city, whilst still keeping Bavarian traditions like the infamous Oktoberfest. The OC&C office is situated right in the heart of the city!

Our Munich MoF team is always busy - from organising drinks on a Friday, to painting lessons. We also have a yearly ski trip and away weekend (and of course a visit to Oktoberfest). Our local ESG network, Women's Initiative and Ethical Cultural Society also put on events regularly.

*"I have really enjoyed my experience so far - the Munich office is quite small in comparison to the other global offices which means that it allows for you to not only get to know people very well, you also have the opportunity to get involved with business development and recruitment. As we are also part of a bigger international network I get to meet different colleagues from the various offices and work alongside them on cross-border projects."*



**André Schneider**  
ASSOCIATE CONSULTANT

The Munich office is open to full time Associate Consultant and Internship applications all year round with preferred start dates in January, March or September.

**Associate Consultant & Graduate Internships Application Process:**

**Initial application** - submit CV (including grades) & cover letter via the OC&C Munich careers site

- Stage 1** Online test
- Stage 2** 2 x 45 minute case study interviews with Consultants & Managers
- Stage 3** 2 x 45 minute case study interviews with Associate Partners & Partners

**APPLICATION REQUIREMENTS**

- Language skills:** business fluency in German (at least at C1 level) & English
- Right to work in location:** EU work permit required
- Qualifications:** a degree in Economics or another quantitative discipline (incl. Engineering)



# PARIS



OC&C PARIS OFFERS ALL THE ADVANTAGES OF A BOUTIQUE-SIZED FIRM INTEGRATED INTO A SOLID INTERNATIONAL NETWORK. WITH A CORPORATE CULTURE THAT SETS US APART FROM OTHER FIRMS, OUR CONSULTANTS ARE PASSIONATE ABOUT STRATEGY CONSULTING AND ARE INVOLVED IN PROJECTS EVEN AT THE MOST SENIOR LEVELS.

For anyone coming into the Paris office a high level of responsibility and well-rounded exposure guarantees accelerated learning and development opportunities. And not just in the office. In Paris alone there are over 400 parks and gardens, alongside opera houses, galleries and ancient patisseries the city is oozing with culture at every turn.

The Paris office networks including the Women Initiative and Ministry of Fun, organise regular networking brunches, away weekends, Christmas parties, firm socials, team lunches and a company breakfast every Friday.

*“I was a member of the Consulting Club at my University and through that I met a lot of firms, talked to many consultants and attended a number of ‘cracking the case’ workshops. When I met OC&C I had a good feeling – the projects sounded very interesting and I was excited about the opportunity to work in a smaller office but still being connected to an international network. The Paris Office team are great, we have a lot of fun!”*



**Wiam Tahri**  
ASSOCIATE CONSULTANT

The Paris office recruits on a rolling basis (excl. July and August) for both full-time Associate Consultant (Entry level) positions and Internships..

### Application Consultant & Internship Application Process:

**Initial application** - submit CV & cover letter in English via the OC&C Paris careers site

**Stage 1** Online test

**Stage 2** 2 x 60 minute case study interviews with Senior Associate Consultants, Consultants & Managers

**Stage 3** 2 x 60 minute case study interviews with Associate Partners & Partners

### APPLICATION REQUIREMENTS

**Language skills:** business fluency in French & English

**Right to work in location:** required

**Qualifications:** Master’s degree from a Business or Engineering School





# ROTTERDAM

THE ONLY TOP-STRATEGY FIRM THAT IS LOCATED IN ROTTERDAM. OC&C ROTTERDAM IS A DIVERSE, INTERNATIONAL, CREATIVE CITY, WHERE DIFFERENCES AND GROWTH ARE ENCOURAGED.

As of 2023, the new offices will be situated in the penthouse of one of Rotterdam's most historical buildings with a rooftop terrace and amazing views of the city. With approximately 55 consultants and 10 business services team members, you get to know everyone in no time. The Rotterdam team feels like family.

The Rotterdam Networks & Events Team host a wide range of events from the European Woman's Initiative Network socials, to sporting events such as paddle tournaments, bouldering and summer field hockey as well as peer group lunches and dinners, beach days, and an annual Christmas dinner.

*"I decided to work as an consultant in order to have more diversity in my work, gain greater autonomy, and deepen my understanding of business operations and performance."*

*I really like how we all work together as a team at OC&C. We're all really motivated to make our projects succeed, which creates a great atmosphere for learning and sharing ideas. It's great to see how my colleagues are always ready to help out and make each other's experiences better."*

 **Fabienne van Hattum**  
ASSOCIATE CONSULTANT

The Rotterdam office offers both full time Associate Consultant (entry level) roles and Internships. The office accepts applications for these positions all year round.

**Associate Consultant (entry-level) Application Process:**

- Initial application** - submit CV, motivational letter & transcripts via the OC&C Rotterdam careers site
- Stage 1** 1 x online numerical test
  - Stage 2** 1 x 45 minute motivational interview
    - 1 x 60 minute case study interview with Consultants and/or Managers
    - 1 x 90 minute written case study interview with Associate Consultants
  - Stage 3** 3 x 60 minute case study interviews with Associate Partners and/or Partners

**Summer Internship Application Process:**

- Initial application** - submit CV, motivational letter & transcripts via the OC&C Rotterdam careers site
- Stage 1** 1 x online numerical test
  - Stage 2** 1 x 45 minute motivational interview
    - 1 x 60 minute case study
  - Stage 3** 1 x 60 minute case study interview with Associate Partners and/or Managers
    - 1 x 60 minute case study with Consultants and/or Managers

**APPLICATION REQUIREMENTS**

**Language skills:** business fluency in English (required) and in Dutch (preferable)

**Right to work in location:** required

**Qualifications:** minimum GPA University Bachelor: 7 (Or equivalent) / Minimum GPA University Master: 8



# WARSAW

THE OC&C WARSAW OFFICE WORKS WITH THE BIGGEST RETAIL AND FMCG COMPANIES IN POLAND. BEING SMALL IN SIZE, THE OFFICE PROVIDES A CHANCE TO WORK IN A START-UP ATMOSPHERE WHILST STILL BEING CONNECTED TO A LARGE GLOBAL NETWORK. ASSOCIATE CONSULTANTS RECEIVE EARLY RESPONSIBILITY AND OWNERSHIP, WORKING CLOSELY WITH THE SENIOR TEAM FROM DAY 1.

The office is located close to the city centre, in the heart of the entertainment district. There is always an opportunity to meet with friends as this unique location offers quick access to the best galleries, original theatres and studio cinemas. Warsaw is a vibrant city which gives you a great chance to experience culture and to explore amazing places.

The Warsaw office networks host events all year round from team dinners to sporting/cultural events. The Diversity Global Network and Women's Initiative also host regular events.

*“Being part of OC&C Warsaw allowed me to seek international consulting opportunities whilst working in a family-like environment. Our unique office culture creates space for each individual to develop their own way of stepping into the business world.”*



**Agnieszka Przyby**  
CONSULTANT

The Warsaw Office offers both full-time entry-level positions as well as a Summer Internship.

Our Summer internship is 8 weeks long, and to apply you must be in your penultimate year of study.

Our Associate Consultant positions are open to those in their final year of study or have recently graduated.

### APPLICATION WINDOWS:

**Associate Consultant Positions**  
September 2023 - November 2023

**Summer Internship Position**  
January 2024 - March 2024

### Associate Consultant Application Process

Initial application – submit CV via the OC&C Warsaw careers site

- Stage 1 Online testing
- Stage 2 2x45 minute case study interviews with Consultants & Managers
- Stage 3 Interview with HR team
- Stage 4 2x45 minute case study interviews with Associate Partners & Partners

### Summer Internship Application Process

Initial application – submit CV via the OC&C Warsaw careers site

- Stage 1 Online testing
- Stage 2 2x45 minute case study interviews with Consultants & Managers
- Stage 3 Interview with HR team
- Stage 4 1x45 minute case study interview with Associate Partners or Partner

### APPLICATION REQUIREMENTS

**Language skills:** business fluency in Polish & English

**Right to work in location:** required



# AUSTRALIA Sydney & Melbourne



**AUSTRALIAN WORK CULTURE IS KNOWN FOR ITS CASUAL DEMEANOUR AND FRIENDLY ENVIRONMENT. THE AUSTRALIAN OC&C OFFICES HAVE A FLAT STRUCTURE FEEL, ENCOURAGING OPEN COMMUNICATION AND COLLABORATION.**

OC&C has offices in Australia’s two main business hubs, Sydney and Melbourne. Sydney is famous for its iconic harbour, pristine beaches, vibrant nightlife and sunny blue skies. Crossing over the Sydney Harbour Bridge, or under by ferry, the beautiful morning views of the Opera house and city are an incredible way to start the working day. Melbourne is ranked the #1 most liveable city in Australia and is renowned for its exquisite arts culture and food scene. Walking through the vibrant backstreets and along the Yarra River is the perfect way to spend your lunchbreak before eating in at one of the many ‘Instagramable’ cafes. We love to have regular lunch catch-ups that include everyone from Partner to AC, and join together for some friendly competition in charity fundraisers. Although we are quite a young office, having established in 2021, the opportunity to grow with the firm is invaluable and incredibly exciting as we make our stamp on the Australian strategy consulting industry.

Events include:

- Ethnic, cultural & social diversity breakfasts
- Monthly team lunches
- Charity fundraisers
- Team offsites (our 2022 offsite was located in the Blue Mountains!)

*“My highlight has been travelling to Europe for 2 weeks, for a new joiner induction in London and our ‘International Training Week’ in Lisbon. I really enjoyed getting to meet my global peer group face to face all of whom I have already built very strong links with. The family-feel culture at OC&C really is second to none.”*



**Noah Samir**  
ASSOCIATE CONSULTANT

The Australian office offers full time Associate Consultant (entry-level) roles.

**Applications Open**  
Friday 19th January 2024

**Applications Close**  
Monday 26th February 2024

**Associate Consultant (entry-level) Application Process:**

**Initial application** - submit CV & cover letter via the OC&C Australia careers site

- Stage 1** Online test
- Stage 2** 2 x 45 minute case study interviews with Managers
- Stage 3** 1 x 45 minute case study interview with Associate Partners/Partners

**APPLICATION REQUIREMENTS**

**Language skills:** business fluency in English

**Right to work in location:** full working rights in Australia required



# GCO

## Shanghai & Hong Kong

### THE OC&C GREATER CHINA OFFICES ARE DYNAMIC WITH A STRONG FAMILY FEEL. BOTH SHANGHAI AND HONG KONG ARE SOME OF THE MOST FASCINATING CITIES IN CHINA.

Across both offices, the team work hard in the week and celebrate the work they have done by socializing on Friday evenings and organising annual events. The colleagues in the GCO offices are more close friends than unfamiliar colleagues. Throughout the year the networks host a range of events such as camping trips, BBQ dinners and sports matches just to name a few.

Shanghai contains everything. It is an international city with endless opportunities, rich cultural history and a vibrant night life scene. Travelling around Shanghai is stress-free, with all subway signs also being written in English, commuting and exploring is made very easy.

Alongside the cuisine, culture and city life of Shanghai, Hong Kong is home to hiking trails that boast some of the best views of the city as well as beaches with perfect surf waves and scenes for early morning strolls. The street food stalls surround shopping malls all throughout Hong Kong, giving the city a perfect balance.

*“My experience at OC&C has taught me to be proactive about seeking and offering help to others and successfully leading and coaching junior team members. I now have complete knowledge of the OC&C style and communication and I am given the freedom to express my thoughts and ideas in all team and client meetings.”*



**Chunchun Shang**  
CONSULTANT

The GCO office offers both full-time Graduate Positions and Summer Internships.

Applications for the Associate Consultant (entry level) positions are open between July & October.

The Summer Internship application window is throughout February..

#### Associate Consultant (entry-level) & Summer Internship Application Process:

**Initial application** - submit CV & cover letter to Greater.China.Recruitment@occstrategy.com

- Stage 1** Online test
- Stage 2** Case study interviews with a Consultants and/or Managers
- Stage 3** Case study interviews with Associate Partners and or Partners

#### APPLICATION REQUIREMENTS

**Language skills:** business fluency in Mandarin & English

**Right to work in location:** required



# US

## Boston & New York



The US office offers both full-time Graduate Positions as well as a Summer Internship.

Applications for both roles are open between August & October.

### Associate Consultant (entry-level) & Summer Internship Application Process:

**Initial application** - submit CV & cover letter via the OC&C US careers site

**Stage 1** 2 x 30 minute case study interviews with Consultants & Managers

**Stage 2** 2 x 30 minute case study interviews with Associate Partners & Partners

### APPLICATION REQUIREMENTS

**Language skills:** business fluency in English

**Right to work in location:** required

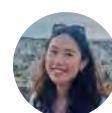
THE BOSTON OFFICE IS LOCATED AT THE HEART OF HISTORIC DOWNTOWN AND BLOCKS AWAY FROM THE SPRAWLING COMMON, THE BOSTON OFFICE IS THE IDEAL LOCATION FOR THOSE FANCYING A MORE LAID-BACK CITY LIFE.

Home to a world class roster of art museums, sports teams and music venues, there's a wide range of things to do in Boston! Whether it's eating your way through all the cannoli and pizza in the North End or sunset kayaking on the Charles River, there's something for everyone in this coastal New England city. The newly opened Boston office has a 'Fun Room' that will include cards, board games, yoga mats and other entertainment.

Located in the hub of Midtown Manhattan, the New York office is only steps away from Times Square and Central Park. Popular activities in New York include seeing Broadway shows and performances at Lincoln Centre, taking advantage of the world-class restaurant-scene, attending sports and other live entertainment events throughout the city. Outdoor activities such as biking alongside the Hudson River or picnicking in one of New York's many public parks are popular among OC&Cers. Beyond Manhattan there is also plenty to explore in New York's four other boroughs, Brooklyn, Queens, the Bronx, and Staten Island that each have their own distinctive culture and character. The New York office has several special amenities including cold brew on tap, and access to a fully equipped game room with a Wii video game console and a ping pong table.

Both offices routinely host fun outings including Friday Night Drinks and Big Fridays that take advantage of each city's attractions. Events in the past have included karaoke in K-Town, Axe Throwing, sailing, pickle-ball and an OC&C field day in Central Park. The U.S. office travelled to Puerto Rico for Away Weekend in May 2022. We also have very active LGBTQ, Womens and Ethnic & Culture Diversity networks in our US offices and a monthly book club where we try to highlight diverse voices.

*"OC&C is so unique – each office is a small and tight-knit family, I've got to know everyone in the US really well and receive enormous support and advice from them. At the same time, OC&C is also a global firm, where I can connect with people from international offices for training, cross-office projects, and cultural events."*



**Shuhan Hu**  
ASSOCIATE CONSULTANT



# YOUR *thinking*

**IF YOU LIKE WHAT YOU'VE READ, AND THINK YOU HAVE WHAT IT TAKES, THEN WE WANT TO HEAR FROM YOU.**

**WE KNOW WHAT WE'RE GREAT AT**

We have built our business firmly on the sectors and specialisms where we know we can outshine the competition. This guides us to pick the right battles for us and for our clients. Quality is something we won't compromise on.

**WE'RE RELENTLESS IN OUR PURSUIT OF THE RIGHT ANSWER**

We're agile thinkers, intellectually curious and up for a challenge. We're not afraid to tell you what you need to hear. That means we come up with brave answers that set us - and you - apart.

**WE'RE SURPRISINGLY HUMAN**

We're an organisation of individuals cut from different cloths but united by a common purpose - working together with our clients and colleagues to build relationships that last.

**OFFICES**

- Belo Horizonte
- Boston
- Hong Kong
- London
- Melbourne
- Milan
- Munich
- New York
- Paris
- Rotterdam
- São Paulo
- Shanghai
- Sydney
- Warsaw

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