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Making companies more valuable

BAIN & COMPANY



Making companies more valuable

What drives you?

We are passionate about delivering results.

We select people with intelligence, integrity, passion and the ambition to make a difference.

We develop and train them to reach their full potential.

And they deliver—that's what drives them.

At Bain, you'll acquire the skills to make an impact in whatever you do.



What do you want from your job?

Bain provides an unmatched learning experience.

Our people work in every industry sector, with all kinds of clients: big multinational corporations, midsize companies and small start-ups.

We work with leading private equity firms, helping them decide which businesses to buy.

We help clients decide where they want to go—strategy.

And how to get there—operations, marketing, organization, technology and mergers and acquisitions.

All our assignments are different.

Our people get an inside view of the day-to-day realities of running a business.

At Bain, you'll learn how to make companies more valuable.



Frank Alvarez

Level: Consultant

Office: Amsterdam, New York and Boston

"Bain provides an incredible opportunity for continuous learning. Diverse case experiences, access to senior executives, the ability to work internationally and the pleasure of teaming with extremely talented people have contributed to my growth. I've never been more challenged."



Grace Yuan

Level: Manager

Office: Sydney, San Francisco and Palo Alto

"As a former associate consultant, I returned to Bain after business school for the passion, energy and ever-changing environment that comes with working at Bain. Here I have mentors who push me to grow, clients that challenge me to have a profound impact on their businesses and peers who have become lifelong friends."



What do you want to do at work everyday?

We work with top management on their toughest challenges.

We look at a business from a chief executive's perspective—as an integrated, coherent whole.

We help management make the big decisions that will direct their companies' futures.

We start by defining the right questions.

Then we dig deep into the numbers, to unearth the right solutions.

We're pragmatic and open-minded.

That's why we find solutions that others miss.

Where appropriate, we work with our clients to make change happen.

Sometimes that involves fundamentally transforming a company.

At Bain, you'll have a profound impact on clients' businesses.

How do you want to shape your career?

At Bain, you can pursue your passions.

You'll gain a breadth of experience by working in a variety of industries.

Over time, you'll build increasing expertise in at least one sector.

At Bain, you'll have options.

Our staffing approach is interactive—you'll have input into your assignments.

You may qualify for a transfer among our 38 offices or an externship with a client.

You may be able to rotate through our private equity practice or the Bridgespan Group, our affiliate that advises non-profits.

In some offices, you can pursue a part-time option that gives you flexibility but doesn't jeopardize your professional career.

Progress is entirely based on merit.

At Bain, you have the flexibility to create your own career path.

"I have been part-time and full-time at Bain since becoming a mom eight years ago. The flexibility to adjust my hours up and down to balance my personal life, while still progressing in my career (including a promotion to partner) and delivering results alongside my clients, has been invaluable."

Heidi Locke Simon, Partner

"I joined Bain with the plan to stay two years. Twenty years later I'm still here because every six months is different: making a global top 10 client to be more successful; helping a homeless charity to make a real difference; even taking six months off to swim the English Channel. Where else could you get that variety?"

Julian Critchlow, Partner

"I made the decision to return to Bain with a very clear sense of how my work at Bain compared with my other positions at a start-up, a large corporation and a private equity firm. These experiences increased my appreciation for Bain's culture, flexibility and impact. It's fantastic to be back in an organization that truly shares my values. I can tailor my own career path and create a lasting impact with my clients."

Dana Bloom, Manager



How do you like to learn?

At Bain, you'll learn by theory and by practice.

We train you—both formally and informally—from the minute you walk in the door.

In your first three years, you'll participate in four formal training programs, focusing on the skills you need to be an effective general manager.

You'll train with your colleagues from around the world, tackling real business issues.

You'll learn from the experts—Bain's best managers and partners will be your teachers.

When you start working with a new client, in a new industry, on a new problem, you'll hit the ground running with the support of our intranet-based Global Experience Center.

Through exposure to numerous client issues and talented team members, you'll experience an on-going apprenticeship.

Frequent reviews and mentoring programs will guarantee that you'll receive feedback that enables you to grow professionally.

If you come to Bain, you'll always be challenged.





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Who do you want to work with?

Bain people are passionate.

Our Bain team lives by a set of values we call True North.

This means we are direct, honest and informal with our clients at all levels.

We tell it like it is.

We're competitive for our clients, but very supportive with each other.

We're eager, driven and committed.

We're down-to-earth, friendly and approachable.

We like working with each other.

But we also value work-life balance.

We pursue our diverse interests outside of work.

We enjoy what we do, and we laugh a lot.



Do you want to learn from the best?

You're in the top league. Don't you want to stay there?

Our clients are typically bold, ambitious business leaders.

They think and act like owners.

They have the talent, the will and the open-mindedness required to succeed.

They're not satisfied with the status quo.

That's why they pick Bain.

They may be heads of Fortune 500 companies or entrepreneurs.

Or private equity and venture capital investors.

They may be companies in trouble.

Or industry leaders looking for more.

All share our passion for results and are prepared to act decisively to achieve them.

Come to Bain and work alongside the best.



Daisuke Miwa

Level: Consultant

Office: Tokyo

"Our clients like to work with Bain because of both our personality and impact. On the last day of a recent project, the client executive e-mailed my partner stating, 'We decided that we need your help to implement for maximum results. The only prerequisite is that Daisuke continue to be a part of our team.' What a great testament to the way we approach our work."



Imeyen Ebong

Level: Partner

Office: Munich

"During my ten years at Bain, I've had the opportunity to work with clients ranging from production workers in small manufacturing firms to board members of Fortune 500 companies. I've helped address a diverse set of challenging business problems. In hindsight, working with these outstanding businesspeople has not always been easy, but it has certainly been a tremendously rewarding experience."

What will Bain do for your career?

The skills you learn at Bain are unique and transferable.

If you join Bain, you'll gain world-class training as a business professional.

You'll be known as someone who can figure out answers to the toughest questions.

But also someone who acts decisively to get things done and make an impact.

You'll build a personal, influential network among clients and colleagues that will serve you in whatever you decide to do.

You can progress within Bain and continue to work with some of the world's most talented businesspeople.

Or you can use the skills you learn at Bain as a catalyst to achieve your long-term career goals.

You'll benefit from Bain's diverse alumni network.

You can move into a senior position within industry, start your own company or join a private equity firm.

An unusually high proportion of our alumni—more than 50%—choose entrepreneurial career paths: private equity firms, portfolio companies or small to midsize firms.

Bain people have extraordinary choices.

Meg Whitman
President and CEO, eBay

"I use the skills I learned at Bain to frame strategy at eBay, every day. I've worked with many former Bain consultants who've made a seamless transition to general management positions. The reason is that they have been exposed to a greater breadth of business problems than just the narrow scope one gets coming up from an operating position within a company. Consulting at Bain is an important part of developing that general manager skill set."



Greg Brenneman
Former CEO, Burger King

"Working at Bain after business school is a high-return, low-risk decision—truly setting you apart to be successful and think like a general manager. Whether you want to have a career in consulting or venture capital, start an Internet business or run a big business, you'll get to senior levels faster by coming to Bain."



Kevin Rollins
Former President and CEO, Dell

"I was able to move directly into a line position after Bain largely because of the general manager skills I developed at Bain working on a variety of challenges with clients in a variety of industries. Bain consultants not only [encourage] management to think through the strategic issues, but also help management to execute on some of the critical specific initiatives."



Who is Bain?

Bain's business is helping to make companies more valuable.

Bain was founded 35 years ago on the principle that consultants must measure their results by their clients' financial returns.

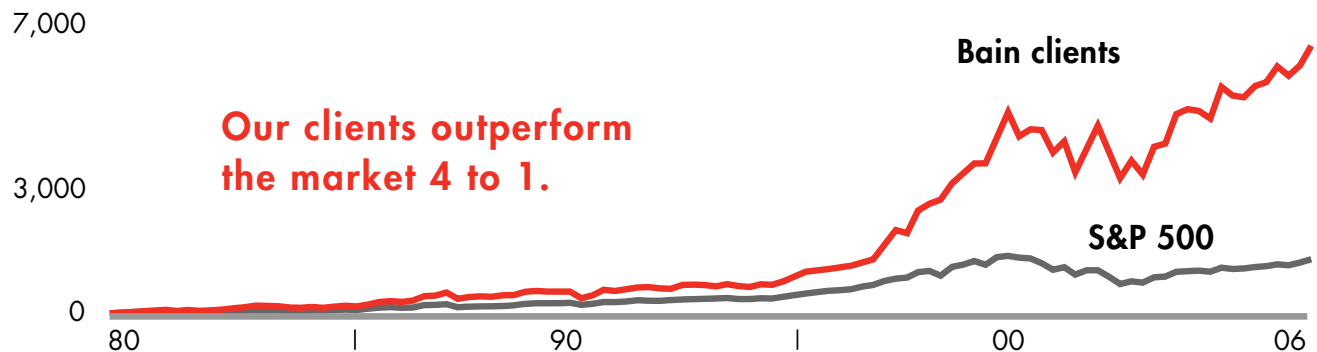
We work with top management teams to beat their competitors and generate substantial, lasting impact.

We are so passionate about our clients' success that we will take equity in lieu of fees.

In other words, we prosper only if our clients prosper.

In all, we are 4,300 individuals from varied backgrounds working in 38 offices around the world.

Collectively, we have served more than 3,900 clients from every sector in every region of the world.



We are passionate about delivering results.

Bain provides an unmatched learning experience.

**We work with top management
on their toughest challenges.**

At Bain, you can pursue your passions.

You'll learn by theory and by practice.

Bain people are passionate.

The skills you learn at Bain are unique and transferable.

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Don't you want to stay there?**

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www.bain.com

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HONG KONG • JOHANNESBURG • KYIV • LONDON • LOS ANGELES • MADRID • MELBOURNE • MEXICO CITY • MILAN • MOSCOW • MUNICH
NEW DELHI • NEW YORK • PALO ALTO • PARIS • ROME • SAN FRANCISCO • SÃO PAULO • SEOUL • SHANGHAI • SINGAPORE • STOCKHOLM
SYDNEY • TOKYO • TORONTO • ZÜRICH