

BearingPoint®

# Join our team

Have you got what it takes to be a part  
of our world-class team of consultants?

## Choosing where to work is one of life's big decisions

It's a balancing act of deciding what interests you, what your personal priorities are and what will keep you on the right course to develop your career.

This brochure will give you an insight into who we are, what we do, what your role as a consultant might be like and much more.



A black and white portrait of a woman with shoulder-length dark hair, smiling. She is wearing a textured, light-colored jacket over a dark top and a thin necklace with a small pendant. The background is a solid light color.

# Gillian

Country lead  
BearingPoint Ireland

## BearingPoint can provide you with the perfect launch-pad as you start your career.

We're a global firm with a small firm feel – a characteristic that our people say makes us stand out. As a graduate at BearingPoint, you will grow personally and professionally by working with multiple clients and team members from our various international offices. You will work in a high performing organisation and learn from talented, experienced colleagues who make the time to help you get up to speed. You will have the opportunity to participate in a variety of training programmes to develop your skills further.

We at BearingPoint are proud of our reputation for delivering outstanding business results through innovative solutions. We have a strong set of values that guides our relationships with our clients, with each other and with the communities where we live and work. Our goal is to not only create sustainable value for our clients but also for generations to come so corporate social responsibility is high on our agenda.

To successfully develop and maintain our culture we recruit people who reflect the markets and clients we serve and the communities in which we operate. Diversity and inclusion are a critical component of our employment proposition and policies.

Come join our team. We look forward to welcoming you to BearingPoint!

# Who we are

BearingPoint consultants understand that the world of business changes constantly and that the resulting complexities demand intelligent and adaptive solutions. Our clients, whether in consumer industries, financial services, public services or manufacturing experience real results when they work with us.

We combine industry, operational and technology skills with relevant proprietary and other assets in order to tailor solutions for each client's individual challenges. This adaptive approach is at the heart of our culture and has led to long-standing relationships with many of the world's leading companies and organisations.

We have a distinctive way of working when we are at our best. We call this the BearingPoint Spirit and it has five characteristics.



HOLISTIC



CONFIDENT



ENTREPRENEURIAL



EASY TO WORK WITH



TRUSTED

Our 10,000 people, together with our global consulting network, serve clients in more than 70 countries and engage with them for measurable results and long-lasting success.

In Ireland our team works with some of the largest and most dynamic organisations across all industry sectors on client engagements that range in duration from a number of weeks to large, multi-year projects.

# What we do

## TECHNOLOGY

- Technology Delivery
  - Strong architecture and design skills
  - Excellent software skills
  - Quality assurance
  - Agile everything
- Technology Consulting
- Data & Analytics
- Business Applications
- Project Management

## CONSULTING

- Strategy
- People
- Change
- Customers





## Technology

At BearingPoint you will have the opportunity to work with a wide range of clients on a number of complex technology projects that are transforming the way business is being done in Ireland.

### Your background

Technology at BearingPoint is for you if you:

- Study computer science, computer engineering or software development related courses
- Like analysing data and generating new insights
- Enjoy using technology and its application to solve real world problems
- Have experience in technologies like Java and .Net
- Take a logical, structured approach to your work

### Your role as a technology consultant

You will have opportunities to leverage and develop your technology skills working on large and challenging technology programs for customers across public, financial and commercial services. You will design, build, and implement cutting-edge systems for example; mobile applications, data analytics, customer interaction and transaction processing to solve real world business problems. You will be innovative in identifying business problems for which emerging technologies can provide a solution.

A black and white portrait of a young woman with long, dark hair, smiling. She is wearing a dark dress with white polka dots and a white Peter Pan collar. The background is a solid grey.

# Caoimhe

## Meet Caoimhe, Senior Analyst at BearingPoint

### My role

I initially joined BearingPoint as an intern while studying Software Engineering in Queen's University, Belfast. On completion of my internship and securing my degree I returned to BearingPoint as a graduate in September 2018. I am currently Senior Technology Analyst working within the Quality Assurance (QA) Group on a large government project in Dublin.

### Why BearingPoint

Throughout my time studying I was unsure about the path I wanted my degree to take me. During a careers fair on the Queen's campus I met a few representatives from BearingPoint and they opened my eyes to the world of consulting. My journey from being an intern, to a graduate, to recently being promoted to Senior Technology Analyst has been closely mentored by colleagues with a wealth of knowledge, who have helped guide me and encourage me forward during the early stages of my career. In a short space of time I have had exposure to a wide range of clients within the public and private sector and used an abundance of tools and technologies that continue to challenge me and equip me in being a strong resource on my team. BearingPoint also put a strong focus on developing your soft skills and encourage you to step outside your comfort zone and try new things.

### Normal Day

I am normally based on client site where I am one of 3 testers on a development team consisting of a project manager, 3 business analysts and 6 developers. My day usually begins with a daily stand up where each team members updates on what they achieved the day before, their plan for the day ahead and any issues they may be experiencing. Within an agile sprint, my day can vary from understanding the functionality of upcoming tickets in the sprint, working closely with developers when raising bugs, preparing and executing test cases, retesting bugs, liaising with UAT or regression testing. Outside of project work, I have had the opportunity to represent BearingPoint at recruitment events in Queen's and Trinity. I have also been involved in Sports and Social activities, CSR events and CoderDojos which is always a good opportunity to meet other colleagues who work on different engagements.

### Outside the Office

I moved to Dublin when starting my graduate job so at the weekends you will find me enjoying what the city has to offer with my friends, or else running the roads as I love nothing more than getting outside!

# Graham

## Meet Graham, Senior Consultant at BearingPoint

### My role

I started working on the Release and Environments team of a large Government project as an Analyst and was promoted to the role of Senior Analyst within the first six months. When I first started on this project, my main job was automating a lot of the common release processes through scripting, as well as setting up and managing our continuous integration environments. This allowed me to gain a lot of experience and training in Release and DevOps in particular. Four years on and I am now a Senior Consultant. I am leading a small team working with cutting edge containerisation technology to improve the Continuous Delivery process for the client. My main focus is on automation and optimisation of builds, releases, and deployments through the use of a wide variety of technologies. I also coordinate the monthly code releases between the various teams in the project.

### Why BearingPoint

I completed a BSc in Computer Applications in DCU in 2015. As part of the course, DCU holds an exhibition for final year students to showcase their final year projects to prospective employers. On the day of the exhibition, the first people to approach me were three consultants from BearingPoint. They showed great interest in my work and proceeded to tell me about IT consulting and working at BearingPoint. They told me about the support that was in place for graduate developers in BearingPoint, as well as the opportunities available to new employees. This greatly appealed to me and by the end of that day, the company had scheduled an appointment with me.

Once I started working in BearingPoint I knew I had made the right decision. The work is always interesting, you are given the tools needed to grow as a developer and as a consultant, and the people here are great, with lots of activities and events on regularly. This position has given me a great deal of exposure to many different technologies and processes and I have learned a lot. Over the years there have been many opportunities and courses to improve both my soft and technical skills. I am a stronger developer as a result of these experiences.

### Normal Day

This position has given me a great deal of exposure to many different technologies and processes and I have learned a lot. I have gained experience leading a small team, handling deadlines and dealing with problems from a management perspective. I have also been working on-site with clients the entire time, which has allowed me to practice and develop my consulting skills.

### Outside the Office

When I'm not in work, I'm usually either playing sport or going out with friends. I would often have badminton matches on weekdays, but on the days that I'm free, working in town makes it very easy to meet up with people for a drink or a meal.





## Consulting

Graduates at BearingPoint enjoy the opportunity to participate in a range of consulting and advisory projects and develop a broad skill set across different industries. Training and development are not just made available but are actively supported. There are plenty of opportunities to travel and responsibility and client interaction can be earned quickly.

### Your background

Business consulting at BearingPoint is for you if you:

- Study strategy, business, commerce or management related courses
- Have a strong interest in how companies and organisations adapt and evolve to meet their business needs and challenges
- Enjoy developing business ideas which translate into bottom line results
- Have excellent management, interpersonal and presentation skills as well as commercial and financial appreciation

### Your role as a business consultant

You will have the opportunity to leverage and develop your business consulting and management skills to help customers translate their business strategies into actionable projects and programmes. You will work with customers to develop digital strategies, transformation roadmaps and operational initiatives to improve their business performance. You will design and articulate new business models and support their implementation. You will develop business cases and scenarios engaging with the customer at senior levels in terms of tactical and operational efficiencies.



A black and white portrait of a young man with curly hair, wearing a suit and tie, looking directly at the camera. The name 'Robbie' is written in green text in the top left corner.

# Robbie

## Meet Robbie, Analyst at BearingPoint

### My role

I work as a Business Analyst within the Consulting team. I started in this role in 2019 and have been involved in a couple of very interesting projects for some big clients. Since the start of 2020, I have been mainly involved in two really interesting projects and involved a number of different consulting activities like looking at the current service and strategies in place, looking at potential future options that might be possible using technology, rationalising the cost-base of the different services, evaluating the options and finally publishing two strategic reports. Being part of this team allowed me to work closely with and learn from very talented and more senior members of the team.

### Normal Day

It's a really exciting time to be part of BearingPoint as the team in Dublin are involved in largescale projects across a variety of industries including healthcare, banking, and government.

The human side of my job is what I enjoy the most. 'Analyst' sounds like a very data/statistics-based role, but it involves much more than that. Workshops with clients and stakeholders allow us to see what's really happening within organisations and the dynamics that are at play. This allows us to have better insights that are more valuable to clients. It can really energise the client and develops a real relationship there. You can accomplish a lot in a small amount of time with the right people and energy in the room.

### Outside the Office

There's a nice atmosphere in BearingPoint. It's easy to make friends with people from other teams or that have different interests. There's always a good attendance at pints on Thursdays, or Fridays...

The Sports & Social group organise events to suit everyone. These are every couple of weeks and so far, I've been to quizzes, musicals, and clay-pigeon shooting to name a few!

I play a lot of hurling, so during the Summer (and hopefully Autumn) I'm usually running out of the office to get to training. There is a good culture of Work-Life Balance.

### Why BearingPoint

I did a year as an intern in BearingPoint during my degree, Business Studies in DCU where I specialised in Management. It was a brilliant year! BearingPoint really allowed me to get hands-on experience and it's the sort of environment where if you don't know something, you can honestly just ask someone. I got to learn a lot, and as I know I have more to learn, I thought this would be the best place to do it.

The job is what you make it in BearingPoint. Management are not afraid to give you responsibility if you look for it, and at the same time there is always a helping hand. The BearingPoint team are all really genuine people, and I had friends from my internship that I wanted to return to working with and I have made more since.

A black and white portrait of Daniel, a young man with dark hair, smiling. He is wearing a dark suit jacket, a white shirt, and a striped tie. The name 'Daniel' is written in green text in the top left corner.

# Daniel

## Meet Daniel, Analyst at BearingPoint

### My role

I joined BearingPoint in September 2019 as a Technology Analyst in the Data & Analytics team. Having completed an undergraduate degree in Business & Economics and a master's degree in Computer Science, I felt this role/team would be a perfect fit.

Since joining, I've been working on a fast-moving project with a number of Ireland's largest pension funds. My role as part of this team has been to help develop and implement a data management application that will allow these funds to meet new ECB regulatory requirements. It's been a steep learning curve, which I have thoroughly enjoyed.

### Normal Day

Although it may sound cliché, there hasn't really been a normal day so far. My work has been extremely varied, which seems to be a common theme across the company. This is one of the main reasons I was initially attracted to BearingPoint.

The project I have been working on has involved a number of different stages. At each stage, the team has identified how we can improve the process of collecting and processing client data for this new regulation. What started as the client emailing us data in spreadsheets, has led us to develop an end-to-end web application which gives the client full access to load, manage and monitor their own data. This project progression has allowed my skills to develop in areas from SQL server to Microsoft Power Apps and PowerShell.

Developing this solution with the team, coupled with dealing directly with client queries, has given each day new and interesting challenges.

### Outside the Office

In my spare time I play a lot of golf. Thankfully, I live very close to my home course and there are a great bunch of socially competitive golfers to play against. If I'm not on the golf course, I am probably enjoying the café culture in Greystones.

During the week there is a lot of social activity in the office. The Sports & Social society run brilliant events every month. Outside of these events, there's always a few people looking for an after-work drink towards the end of the week.

### Why BearingPoint

During college I wasn't exactly sure what type of job or company I was looking for. I didn't know if I would prefer a big or small firm and wasn't sure if I wanted a highly specific job or a more general one. Having talked to a couple of people I knew in BearingPoint, it sounded like exactly what I wanted. The work is varied, everyone is incredibly friendly (hard to believe at times) and there is generally a great atmosphere among staff. Everyone is as comfortable talking to analysts as they are chatting to partners in both a work and social setting. That's something I have never experienced before in previous roles.



## Developing your career at BearingPoint

At BearingPoint you will grow personally and professionally working with a diverse range of clients and cooperating with talented colleagues from our offices throughout Europe. We emphasise competency building through formal training and direct project work. Our people typically work in project teams at the client's location which helps to foster trusted advisor relationships with some of the world's leading organisations.

BearingPoint's Career Progression Model maps the paths our people take to gain knowledge, build competencies and advance their careers based upon individual interests and career goals. Typically, business and technology graduates join

BearingPoint as analysts and progress to consultant and then to senior consultant level. The management path comprises four levels from manager, leading to senior manager, director and, ultimately, partner. Our people take specialised career paths with defined areas of focus, know-how, capability and expertise that allow them to progress through the model at a pace that fits.

You can speed up your career progression by targeting particular topics that you want to pursue and specialise in. We will work with you to help you realise your personal and career goals.



## Education Programmes

You will start with BearingPoint School, an international training week where all new hires firm- wide come together to get to know the organisation better, to build personal networks and get their career at BearingPoint off to a great start.

To help you move forward in your career, you will find several tailor made education programmes that will help you to take the next step. For example, our co- operation with Yale School of Management provides specifically designed courses for BearingPoint people.





## Compensation and benefits

BearingPoint offers a highly competitive compensation and benefits package. To remain competitive in the market, we review compensation benchmarks annually and adjust our metrics accordingly. We conduct performance and salary reviews on an annual basis, giving employees opportunities for promotions and/or salary adjustments.

In addition to a highly competitive salary, we offer the following benefits:

- Health insurance
- Pension
- Club subscriptions
- Paid holiday leave
- Professional subscriptions
- Cycle to work scheme
- Income protection
- Life insurance
- Flu vaccination
- Tax saver commuter tickets
- Mobile phone
- Staff discounts



## Sports and Social

Our Sports and Social Club is run by staff for staff. Regular events are always enjoyed by all and it's a great way to try new things and meet new friends. The club is subsidised by BearingPoint and each month there is something new and different to try. Feedback is extremely positive as it provides a way to connect in a fun and relaxed environment with staff from all parts of the business.

Recent events include:

- Tag rugby
- Paint balling
- Theatre
- Race meetings
- Quiz night
- Cooking class
- Kids' Christmas party
- Clay pigeon shooting
- Wine tasting
- Running events
- Bowling
- Hovercrafting
- Techies 4 Temple Street
- Pool competition
- Golf tournaments
- Casino night







#Climb4CRY

## Corporate responsibility

BearingPoint is committed to corporate responsibility and sustainability. We encourage our people to act responsibly both in their work and through our pro-bono social initiatives. We aim to contribute positively to our society and create a sustainable business future. We like to think “green” in our use of resources. Our aim is to make a positive impact on the community, environment and marketplace while conducting our business.

At the heart of BearingPoint’s corporate responsibility strategy is the BearingPoint Foundation. We invest 1% of the firm’s annual profits through the Foundation – consisting of both time and money. This investment specifically focuses on the development and understanding of the human mind and we work with charities who aim to:

- Improve health and mental well-being
- Drive advances in IQ (Intelligent Quotient) and EQ (Emotional Quotient)

Our social purpose is our way of making a positive impact and a long-term difference to the wider world we all live and work in.

The desire to “give something back” is important to us and we are proud to be associated with the charity Cardiac Risk in the Young (CRY) in Ireland.

CRY is a self-supporting registered charity which means that it operates without government funding. BearingPoint developed CRY’s website to help promote the organisation and its much needed activities and which provides a means for people to donate directly online. BearingPoint staff also help to raise funds for the charity through sports and social events and other public sponsored activities such as marathons, bake sales and Point2Point cycle events.

- Support the Centre for Cardiovascular Risk in Younger Persons (CRYP) at Tallaght Hospital, where families and individuals at risk can be evaluated in a timely manner without financial cost
- Promote heart screening through its support for the development of a National Screening and Counselling Service
- Provide counselling and support to families affected
- Raise awareness of cardiac risk in the young

## Our history

BearingPoint has been in Ireland for almost 50 years and our company history reaches back more than 110 years to the accountancy firm, Peat Marwick, founded in 1897.

In 2001 we separated from KPMG to form KPMG Consulting as an independent entity and in 2002 we changed our name to BearingPoint.

In 2009 we had a management buyout by the European leadership to form a new independent partnership which, while it has European roots, addresses the needs of our clients globally.





## Join our team

Apply to open positions on our website  
[bearingpointcareers.ie](https://bearingpointcareers.ie)

For any other queries, please feel free to  
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