

BUILD YOUR FUTURE

Join an economic consultancy with energy, imagination and flair
#StartYourCareeratFrontier



FRONTIER IS ONE OF THE LARGEST MICROECONOMIC CONSULTANCIES IN EUROPE.

We use economics to help clients improve performance, make better decisions and keep ahead of the competition. We work with a very wide range of clients from the private sector, governments, other public authorities and charities. Our projects span the globe, take a look for yourself by visiting our [news hub](#).



62

COUNTRIES WE'VE
WORKED IN (PAST 12
MONTHS)

123

HOURS ON PRO BONO
WORK (PAST 12
MONTHS)

300+

PEOPLE ACROSS ALL OF
OUR OFFICES

32

LANGUAGES SPOKEN
COLLECTIVELY BETWEEN
US



WHERE DO WE RECRUIT?

FRONTIER IN EUROPE

Frontier operate from seven offices across Europe:

-  BERLIN
-  BRUSSELS
-  COLOGNE
-  DUBLIN
-  LONDON
-  MADRID
-  PARIS



LONDON

London is where we started and continues to be our head office. We draw on national and international expertise to build bespoke teams for each project, ensuring our clients have the right teams and the right mix of skills for the diverse issues we tackle .

MEET PRIYANKA FROM OUR LONDON OFFICE



DUBLIN

The Irish economy continues to grow - and continues to change. From our growing presence in Dublin, we've helped our Irish clients navigate regulatory changes across all sectors based on robust analysis and innovative thinking.

MEET LOUIS, FROM OUR DUBLIN OFFICE



PARIS

Our Paris team combine local knowledge and relationships with an international perspective. With many years expertise in energy, transport, post and public policy, we find the most effective ways to support regulators and government authorities.

MEET PAULINE, FROM OUR PARIS OFFICE



MADRID

Established in 2008, our Madrid office is the base for our advice to clients in Spain and Latin America. With particular expertise in energy, telecoms, regulation and competition, our Madrid-based team serve some of the leading players in

MEET ANTONIO, FROM OUR MADRID OFFICE



Spanish and Latin American markets.

MEET METTE, FROM OUR BRUSSELS OFFICE



BRUSSELS

It is important to our future as a pan-European business active around the globe to have a strong presence in Brussels. Our office here has grown strongly and now supports all of our practice areas across Europe.

MEET MARION, FROM OUR COLOGNE OFFICE



COLOGNE

Our Cologne office was established over 15 years ago, and has now grown into our second-largest office. Originally chosen as a convenient location for a number of our clients in the energy sector, Cologne now supports an increasingly-diverse range of work across the German speaking territories and beyond.

MEET LASSE, FROM OUR BERLIN OFFICE



BERLIN

Berlin is our newest office, having opened in 2017. We have always worked across Germany, but opened this office so we could be close to companies and institutions in Germany's capital city. Still small, but rapidly growing, our Berlin team works closely with our Cologne based colleagues and the other European offices.



**WHAT PROGRAMMES DO
WE OFFER?**

WE ARE LOOKING FOR ECONOMICS STUDENTS AND GRADUATES WHO CAN WORK EFFECTIVELY AND INNOVATIVELY WITH OUR CLIENTS, AND APPLY THEIR KNOWLEDGE OF ECONOMICS TO ADDRESS REAL WORLD PROBLEMS. THINK YOU CAN TAKE ON THE CHALLENGE?

ANALYST PROGRAMME

As an analyst, gain valuable insight and experience into the world of economics with our two-year analyst programme for graduates. Depending on office location, you will have the opportunity to broaden your experience across several practice areas working with experienced colleagues and applying the skills you have studied for. Throughout the programme you'll be supported by two experienced mentors and your graduate 'buddy' who will help guide you through this programme. Cross-office working is an important part of life at Frontier and we encourage our analysts to partake in secondments to other offices.

Entry Requirements

Our standard entry requirement is an undergraduate degree (at least a 2:1 with an economics focus) and generally a Master's in economics. We also accept applications from undergraduates who would be expected to study part-time for their Master's (part funded by Frontier) while working as an Analyst.



INTERNSHIP PROGRAMME

Our Internship Programme gives you the chance to work on meaningful projects that impact the success of key projects. You are not alone, and you will be working with a variety of colleagues from analysts to directors. You get to fully immerse yourself into life at Frontier, involving yourself in a range of company activities, like writing the weekly newsletter or arranging a seminar. It's not all work, we run social events to help you engage with other interns and people from the business. Our typical internships in all offices run for 8 to 12 weeks, but we also offer longer internships from 6 to 12 months, typically to those who have already obtained their undergraduate or postgraduate degree.

Entry Requirements

You will be a final year undergraduate in economics or will have enrolled in a postgraduate course in economics. We also welcome applications from second year economics undergraduates.

INTERN STUDY CASE

Edoardo Badii, Long Term Intern



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What have you been working on during your internship?

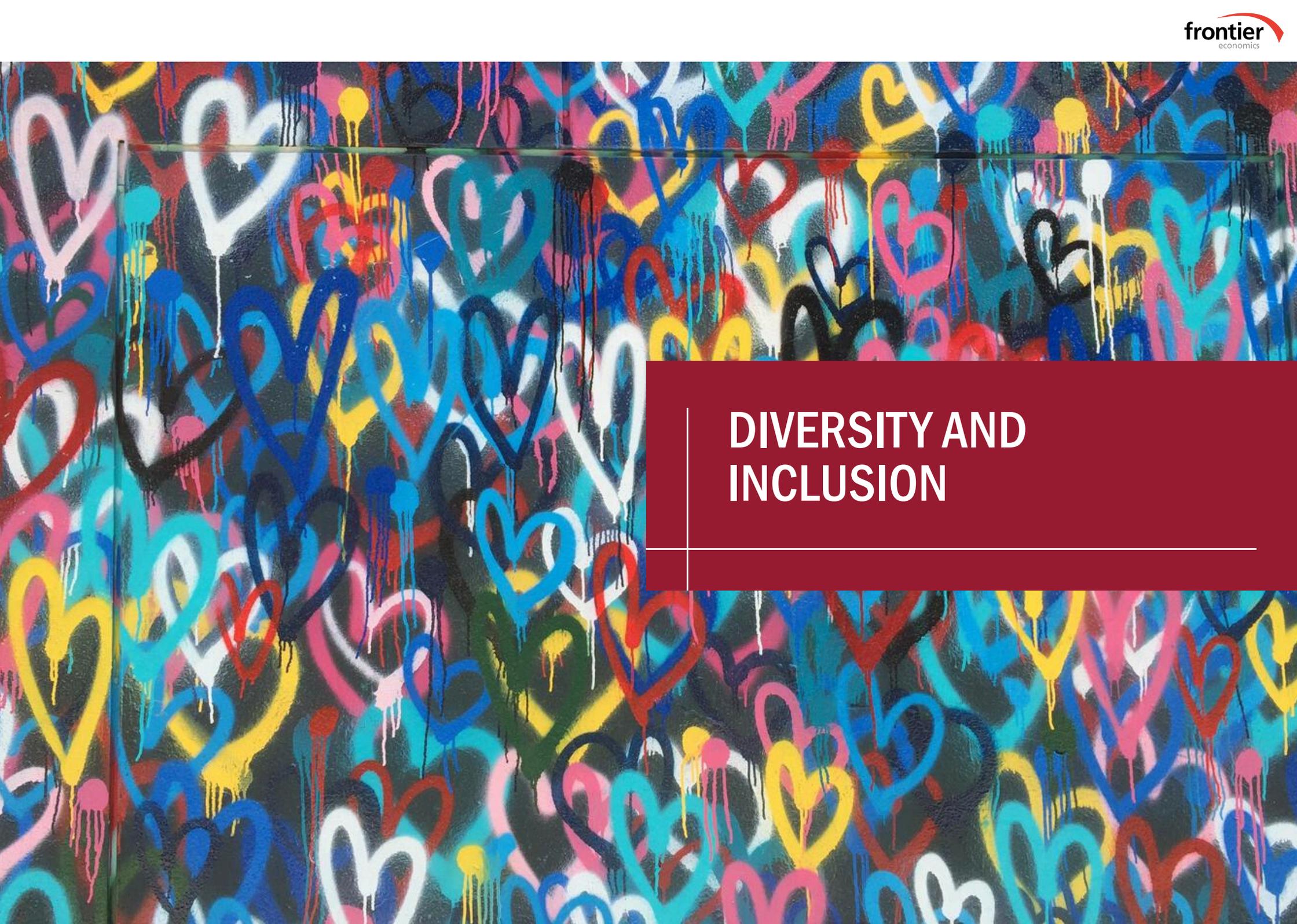
I've worked on many “big picture” regulatory issues during my internship, like advising UK water companies on the Ofwat 2019 price review, and working on a market review report for a middle east telecoms regulator. I've also gained experience on litigation cases by working on a large follow-on damages case in the financial services sector. In all my projects I've learned something new, and was able to combine economic concepts with market specific knowledge.

What have you enjoyed about working at Frontier?

What I've enjoyed the most about my internship, aside from the very tempting cookies jar in the kitchen, is the variety of work Frontier is involved in and the space to pro-actively contribute, both to project work and to Frontier. There is very little hierarchy, and everyone's contribution is valued. I've even joined the Telecoms practice management remit, where I am contributing to the overall communication and organisation within the practice.

The main pros of working here however are the people and the culture. I felt welcome from the first day and have now made many new friends in addition to colleagues. Everyone looks out for each other, as I experienced during lockdown and the occasional busy periods. This, paired with working on very interesting projects, was the main reason I decided to stay here: I have in fact secured an analyst role and am really happy to continue my experience at Frontier!”

✕ [in](#)



DIVERSITY AND INCLUSION

WE ARE A FIRM WITH A DIVERSE WORKFORCE SPREAD ACROSS DIFFERENT COUNTRIES, ENCOMPASSING MANY CULTURES AND OUTLOOKS.

We want to reflect and embrace the power of diversity and cultural difference in everything we do for our clients and through our internal work. We are an inclusive workplace where people are free to be who they want to be and able to bring their true selves into the workplace.

A key part of our D&I programme are employee networks, providing the opportunity for connection, conversation and change. These networks are employee led and sponsored at Board level. Some of our most established networks are:

- Frontier Women's Network- focussed on gender at work
- Kaleidoscope - our ethnic, cultural and religious network
- the Working Families Group - supporting parents at work
- Spectrum our LGBTQ+ network

We also encourage practices and offices to review their own D&I plan as part of their business strategy each year.



OUR NETWORKS

BRILLIANCE

Supporting staff who have health conditions or disabilities that may impact their experience at work.

Our aims are:

- Provide a safe space for employees to talk about physical & mental disabilities & health conditions in a safe environment.
- Promote awareness about disabilities & health conditions in the workplace.
- Understand the gaps & how to improve work-life for our colleagues.

WORKING FAMILIES GROUP

Offering support to staff with caring responsibilities.

The group meets every 6-8 weeks (depending on needs) to discuss and provide support on issues such as managing caring responsibilities alongside work, effective part-time working, returning to work after parental leave and managing challenges like caring for sick relatives whilst managing work commitments.

SPECTRUM

Raising LGBTQ+ visibility and bringing people together.

We are part of the Equity, Diversity & Inclusion network and aim to promote a safe and open environment where everyone is encouraged to bring their whole self to work. Everyone is welcome to join the remit, whether you identify as LGBTQ+ or not, wherever you are based!

KALEIDOSCOPE

Representing the issues of race, ethnic origin, nationality, religion, culture and language

Our vision is three-fold:

- That staff from ethnic, cultural and religious minorities are and feel **empowered, well-supported** and **able to benefit from the same opportunities** as all other staff at Frontier.
- That Frontier and its staff are **advocates of anti-racism**, are **well-informed** about ethnicity, culture and religion-specific issues in the workplace, and are **able to support their colleagues** appropriately.
- That Frontier is recognised as a firm with a **serious commitment** to championing ethnic, cultural and religious diversity and inclusion, both within the firm as well as across the industry.

PRISM

Addressing all gender related issues and providing a safe space for women and non-binary employees.

Explore what the main issues and barriers faced by women are, building on some of the work that is being addressed through different parts of the firm, e.g. from L&D, practice D&I groups etc.

Long term, we want to:

- create an environment where women and women-aligned can thrive;
- improve working lives, promotion of and retention of female colleagues;
- create more opportunities for women to network, including with a diverse range of clients; and
- explore how to help and support the company in reducing its gender gap.

WHY CHOOSE US?



BECOME PART OF AN EMPLOYEE-OWNED COMPANY

You will find that working at Frontier is unlike any other business. All employees own a share of the company, so we all have a say in how the company is run. We are all encouraged to input ideas on how we can make things better and how we can implement those changes. This is done by our employee led groups within the company called 'Remits'.

YOU COULD BE PART OF:

- Fun remit
- Pro Bono remit
- Diversity & Inclusion remit
- Data Science remit
- Cross-office remit
- Many more!

A COLLABORATIVE AND FUN WORK ENVIRONMENT...

Our open plan offices reflect our inclusive and open culture. From directors to interns, we all sit together. Our supportive and friendly environment means you can ask for advice or bounce ideas off colleagues whenever you need to. We arrange many social events throughout the year including our annual firm-wide Summer and Christmas parties where all offices get together, what we call Funtegration!

PROFESSIONAL DEVELOPMENT...

Frontier Economics prides itself in supporting all employees to meet their potential through continued personal and professional development. We have a wide range of blended learning opportunities available,

giving you the tools you need to take your career further.

Whether you are an analyst or an intern you will have the opportunity to attend our firm wide induction, take advantage of our mentoring programme, and develop your technical, client and communication skills.

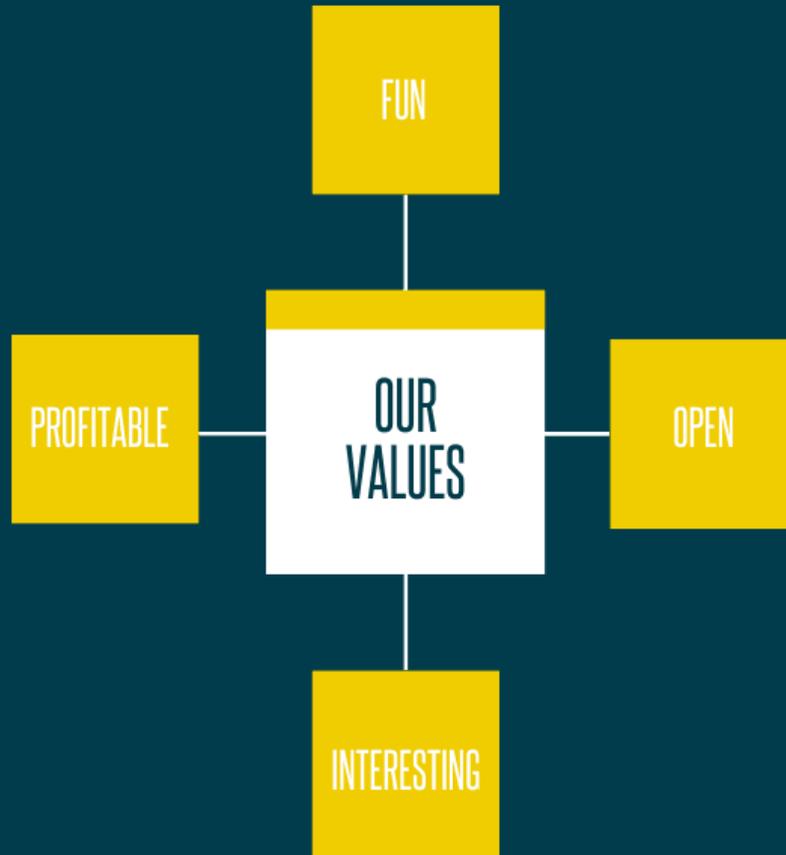
SOME OF OUR GREAT BENEFITS...

Flexible working · 28 days holiday allowance plus option to purchase an additional 10 days
· Health and Wellbeing Programme · Life and Income Protection Insurance · Vision care · Casual dress code · Leave for charitable activities · Matched fund-raising · Snacks and drinks bar · Regular company funded social events

WHAT WOULD BE YOUR FAVOURITE BENEFIT IF YOU WERE TO JOIN?

- Flexible working
- Health and Wellbeing
- Social / Charitable events
- Casual dress code
- Other

POST ANSWER



OUR VALUES

The Frontier values help shape our vibrant internal culture, and set the foundation for the way we advise clients. Though our offices have grown quickly and the work we do for clients is always evolving, our values have never changed, and remain at the core of everything we do.

Do you think your values align with ours?

- I would say so
- No I don't think they do

POST ANSWER

HOW TO APPLY AND SELECTION PROCESS



APPLICATIONS FOR ANALYST AND INTERNSHIP ROLES SHOULD BE MADE ONLINE:

<https://www.frontier-economics.com/uk/en/careers/vacancies-and-apply/>

FOR ANY QUERIES, CONTACT THE GRADUATE RECRUITMENT TEAM AT:

recruitment@frontier-economics.com

1. **Application:** We ask that you submit your CV and give us a breakdown of your academics. The application will give you an opportunity to tell us why you would like to apply to work in economics consulting and what interests you about Frontier Economics and the role.
2. **Interview:** The interview process is open, friendly and a chance for us to get to know you as well as for you to get to know us. In the interview, we will assess your motivation, whether you have the skills needed for the role, and your knowledge of economics by presenting you with a case study. We want to explore the strength of your knowledge in economics and the ability to apply it to solve problems.
3. **Final round interviews** (for analyst roles only): The final round interview will further test your consulting skills and economics knowledge. This will usually be with two Frontier Directors and we will ask you to work on another case study.

APPLICATION OPENINGS:

- **London:** 18 September 2023
- **Berlin and Cologne (internships only):** 18 September 2023
- **Berlin, Brussels, Cologne, Dublin, Madrid and Paris:** 02 October 2023

APPLICATION DEADLINES:

- **London:** 30 November
- **Dublin** 31 December
- **Berlin, Brussels, Cologne, Madrid, and Paris:** please check the careers and vacancies page as dates vary.

WE STRONGLY ENCOURAGE YOU TO SUBMIT YOUR APPLICATIONS SOONER RATHER THAN LATER AS POSITIONS WILL CLOSE ONCE FILLED.

REMEMBER THIS IS A TWO WAY PROCESS!

It's as much about you figuring out if we are the right firm for you as it is us discovering if you're right for Frontier.

THANK YOU FOR READING

Want to find out more about Frontier? Information about our Autumn webinar series is coming soon. The webinars include: Our Open Evening, Employability Skills Sessions and Case Study Session.

