

Roland Berger Strategy Consultants - Company Overview -

World Wide

Roland Berger Strategy Consultants (RBSC) was founded in 1967 by Roland Berger - a German entrepreneur, consultant and philanthropist. Mr. Berger is currently the Honorary Chairman of the firm's Supervisory Board. The strategy consultancy is an independent partnership exclusively owned by about 180 Partners.

From its humble beginning as a small, one-man consulting firm, Roland Berger Strategy Consultants has grown into an international giant. Ranked among the top-5 in global strategy consulting, it is the largest consulting firm to have emerged from Europe, where it still does the bulk of its business; 26 of the firm's 37 offices worldwide are located in Europe. Within the U.S., the firm has three locations, with offices in Africa and Asia completing its global footprint. All told, the company employs around 2,100 people worldwide, has 13 global Competence Centers, and provides strategy consulting to many of the world's largest corporations in a variety of industries. Those include automotive, construction, chemicals, energy, environmental technology, financial services, machinery, medical devices, pharmaceuticals, rail, telecommunications, and travel and tourism.

In 2009, RBSC generated more than EUR 615 million in revenues.

The organization is based on global Competence Centers along functional and industry lines. Client services are delivered by interdisciplinary teams of experts drawn from different Competence Centers.

Roland Berger Strategy Consultants has also made a name for itself outside of the standard consulting business, establishing itself in the field of research and development. The RBSC Academic Network, an association established in 1998 and comprising various universities, puts the company at the core of a continuous exchange of theoretical and practical know-how. In addition, Roland Berger sponsors chairs at several universities and publishes the "Roland Berger Strategy Consultants Academic Network" series of papers (Springer-Verlag) and the series "Papers on European Management" (Gabler Verlag).

Roland Berger Strategy Consultants is a founding member of the Best of European Business Awards, and sponsor of the Counterparts initiative to support culture and education in Central and Eastern Europe.

Romania

Roland Berger Strategy Consultants has had a dedicated Romanian office since 1992. The first international strategy consulting firm to have a permanent team in the country, Roland Berger quickly established itself as the first port of call for top executives seeking strategic advice for their companies.

RBSC' Bucharest Office has developed a strong client base and local competence during its 18 years of continuous presence, carrying out more than 400 projects.

Every Romanian consultant is also a member of at least one of Roland Berger global Competence Centers and is thus fully integrated in the international network. This efficient structure enables to supply a full range of consulting services to the clients in Romania and other markets.

Mindset, Values and Company Culture

Let's give RBSC the word to better talk about their thinking, values, and company culture.

"**Creative strategies that work!**" is the phrase that best sums up what we are about. We think and act from a strategic perspective. We constantly seek creative solutions – solutions that really work, that succeed in practice. In other words, we collaborate closely with our clients to see their vision become reality.

Roland Berger Strategy Consultants is the fruit of an irrepressibly entrepreneurial spirit coupled with a passion for getting things done. The entrepreneurial impetus that forged our beginnings has continued to shape our mindset and actions ever since. So we are always looking for consultants who have entrepreneurship running in their blood. They must be level-headed analysts, creative thinkers and sensitive, can-do motivators all in one.

The foundation of RBSC culture is sustained by three values – pillars:

Excellence stands for all those qualities and attributes that make our solutions superior.

- Careful analysis that lays a detailed but strictly focused foundation for our work
- The creativity that, as we build on this foundation, allows us to formulate strategic solutions that set positive processes in motion
- The mental agility to produce alternatives from which we can then pick and pursue the best
- And impact – which is our way of saying that an excellent solution must be put into practice in an equally excellent manner.

Entrepreneurship is an attitude that permeates our work. It molds our strategies, which focus on adding value and growth. Our commitment to entrepreneurship also forges close links to

our clients. We, like they, believe in an economic order that demands and rewards strategic intelligence and a willingness to take risks.

Partnership: Roland Berger is led by 180 Partners. We also treat our clients as partners – and expect them to see us in the same light. In the course of their day-to-day business, our consultants live out the qualities that breathe life into **partnership**: trust, empathy, respect and fairness.

The RBSC **corporate culture** is characterized by energy and dynamism, partnership and empathy, an international outlook and the will to succeed. Commitment and dedication are a must. Fun and job satisfaction too.

The arrival, the start-up and the perspectives

If what you know about Roland Berger Strategy Consultants sounds good and you succeeded on the selection process, you are about to join the team.

When you join Roland Berger, you have not arrived. You have only just started out. We will do everything we can to help develop your career. You track, analyze and assess key political, economic and social topics. You seize every opportunity to find out about all relevant tools. And you share what you know with colleagues, experts and clients. Only an active consultant is a good consultant.

The first 100 days

Everyone who joins us makes one specific discovery in the first 100 days, however. They learn that the world of consulting is something completely different. The typical "first-100-day timeline" involves initial training, induction, an acclimatization with a new life style, and ends with a evaluation meeting which decides if you are or not part of the Roland Berger Strategy Consultants team.

Perspectives and career development

In RBSC, there are career stages which build a predetermined pattern of ascension through the ranks: from Business Analyst to Consultant, then on to Senior Consultant and so on. In reality, there is much more to your Roland Berger career track than that. It is challenge that will shape you, demand a lot of you and repeatedly capture your imagination.

A lot of development strategies help you become a true professional: seminars, fellowship programs, MBA programs, office transfers and our Challenge Club.

Your career development will be accompanied by reliable conditions, a good pay package and a working climate where fairness and openness are expected and practiced.