



***Think***

**Graduate consultant**

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Version 1.0

## 1 Summary

Job title: Graduate consultant.  
Salary: £32,000 plus benefits.  
Location: Bournemouth or Farnborough.

## 2 About Us

Think Research is a global aviation consultancy headquartered in Bournemouth, with a second office in Farnborough and a subsidiary in the Middle East. We specialise in improving our client's operational performance and in conducting regulatory, strategy and policy analysis. In the 20 years since the company started, we have worked with over 80 clients from 40 countries across 6 continents.

We are a growing consultancy with ambitious growth plans. We have achieved strong growth through:

- High client retention.
- High staff retention.
- Exceptional track record of delivery.

The input of our staff into the company, its direction and its growth are key to us and we offer:

- Competitive rates of pay.
- Above average pension scheme.
- 36 days holiday (inclusive of UK bank holidays).
- Graduate scheme.
- Tailored career development.
- Targeted training and continuous coaching.
- Generous maternity & paternity pay.
- Company sick pay scheme.
- Paid charity leave.
- Flexible working hours.
- Worldwide travel opportunities.

We are now looking for candidates from all backgrounds to support the growth of our team. As a graduate consultant with us you will be involved in a variety of interesting projects for clients around the world, be expected to build and manage client relationships and maintain the standards that we expect on each assignment.

### 3 Background to the role

Our policy of growth uses a model of recruiting ambitious and talented graduates and investing in them so that they can expedite their own growth and career development as well as our capabilities. A large percentage of our staff come to Think direct from University.

Graduate staff are expected to:

- Contribute to our project portfolio across all business areas.
- Show willingness to take on responsibility and client facing tasks from day one, with support from other members of the Think team.
- Work with senior staff, coaches and mentors to identify an accelerated career development plan.
- Commit to the Think culture, values and standards.

### 4 Required Competencies

Being a graduate consultant at Think is not about having a particular degree or a prior interest in aviation. Our graduate consultants come from a wide range of backgrounds and many have no prior knowledge of aviation. Instead we are interested in how you think, how you solve problems and how you communicate your thoughts to others.

To be a successful graduate consultant you should already meet the following key competencies:

#### Problem solving

- Ability to apply logical and structured thinking to a wide range of problems.
- Builds knowledge of and competence in applying problem-solving tools and techniques under guidance.

#### Communications

- Good innate verbal and written communications skills.
- Willingness to understand and follows company guidelines.
- Ability to express yourself very well.

#### People skills

- Is a personable team player that is trusted to deliver and understands the need for - and is willing to build - excellent people skills
- Builds on strengths and addresses weaknesses to be a proactive team member.

#### Time management

- Can manage their own time to meet well-defined deadlines on specific tasks.
- Understands need for good time management. Communicates issues

#### Consultancy skills

- Is a proficient user of office software.
- Committed to learning a range of other tools available and how to use them on-the-job

#### Learning and developing

- Is keen to learn continuously throughout career.
- Is aware of knowledge gaps and addresses these proactively

## 5 How to Apply

To apply for this position please send a cover letter expressing your reason for applying for the role and your CV to [jobs@think.aero](mailto:jobs@think.aero). Please also include the title of the position you are applying for within the email subject line.

We would expect candidates who are selected for interview to prepare and deliver a presentation on a topic of our choosing. We would expect new recruits to be able to be based at our offices in Bournemouth or Farnborough.

### *PLEASE NOTE*

*Since Brexit changed our ability to freely recruit applicants from anywhere in the EU we can only accept and process applications from UK nationals and EU citizens with settled or pre-settled status. We cannot accept or process applications from anyone requiring a Visa or anyone holding a Graduate Visa. Applications which do not meet this requirement will be deleted without processing.*

# Think



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## ADDRESS

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