



MOORHOUSE

AN EXPLEO COMPANY

More
about
you

Your future with Moorhouse



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WELCOME TO MOORHOUSE.

Where we do consulting differently



Thank you for wanting to know more about us, why we're different and, most importantly, why we think you'll love working with us.

Moving to any new organisation is a big decision, and if you decide to join us, we're confident Moorhouse people (and Moorhouse clients) are some of the best you'll work with in your career. We're committed to supporting each other to achieve great results for our clients and for one another.

But you'll also want to be sure you'll be joining a team who will complement your skills and expertise and where the chemistry is right. We're led by our values and our culture defines the way we work together and how we connect as individuals, teams and as one firm. You'll find out more about our values and the unique way we work together in this document.

All the ingredients of a happy, productive workplace

You'll get involved in amazing projects and we'll invest in your wellbeing, training, and reward, because we know our people work best when they are set up to thrive. We're committed to offering you great opportunities to advance your career – and also ensuring you enjoy yourself while you're doing it...

Richard Brackstone,
Managing Partner



**READ MORE ABOUT US AND
MEET SOME OF OUR TEAM:
[MOORHOUSECONSULTING.COM](https://moorhouseconsulting.com)**

“It's great fun to be part of a growing business, and in my experience, while the learning curve can be steep, if you relish a challenge there are always opportunities to learn new skills and rapidly progress your career

Anna Rissen,
Partner



AN INTRODUCTION TO MOORHOUSE

6

Things to know

We're a market leading transformation consultancy that supports a wide variety of blue chip organisations, government departments and regulators. We're responsive, super flexible and love working with our clients to find more imaginative solutions to their challenges. We make their organisations stronger and the world a better place.

1

Our vision

'To unlock the potential within our clients and our people, to amplify the value of change.'

2

We're transformation focused

With a track record of helping organisations turn strategic ambition into reality.

3

We have execution expertise

With a clear focus on high quality and structured execution, we draw on the best consultants with strong transformation and change management credentials.

4

We've a different way of working

Which is in small integrated teams with our clients to ensure we:

- a) Effectively deliver lasting transformations.
- b) Leave a legacy of increased skills and capability.

5

We're agile

Our pragmatic approach, coupled with an innovative way of thinking, enables us to adapt to the needs of our clients.

6

We're recognised for our work

We're proud to be featured in the Financial Times report on UK's Leading Management Consultants each year since the list started.

OUR VALUES

Our values are the qualities that bind us and make us who we are. They're our DNA and underpin everything we do.



COURAGE

We step forward and drive progress



SENSE OF HUMOUR & PERSPECTIVE

We take our work seriously but not ourselves



INTEGRITY & ACCOUNTABILITY

We do what we say and we do it well



COLLABORATION

We achieve more together than apart

Why join Moorhouse?

01

Delivery partner of choice for a number of FTSE 100 firms and large government departments

02

The very best consultants

03

A distinctive brand

04

Industry recognition for our work

05

Industry leading intellectual property and thought leadership

06

A commitment to developing extraordinary leaders

OUR AMBITION

Our ambition is to scale and grow whilst always maintaining our culture and reputation for hiring the highest calibre of people. We'll listen harder and work more closely with our clients on their terms to drive and support tangible 'Change'.

We do this in order to:



provide **our colleagues** with the challenges, excitement and opportunities (career and financial) of a highly successful growing business.



provide **our clients** with a unique, high quality alternative to the traditional large consulting firms.



provide **sustainable long term value** by growing a profitable and well managed business.

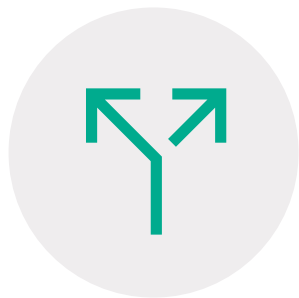
“Moorhouse provides a 'unique delivery experience'. I have, over the past ten years, worked with all the leading consultancies and the experience with Moorhouse is different. Moorhouse delivers the experience that the others promise

Chief Technology Officer,
Large media company

OUR CLIENT LIST INCLUDES:

Energy & Utilities 	Financial Services 	Government & Public Services and Defence & Security 	Health & Care 	Life Sciences 	Telco, Media & Technology 	Transport 	Retail & Consumer Business

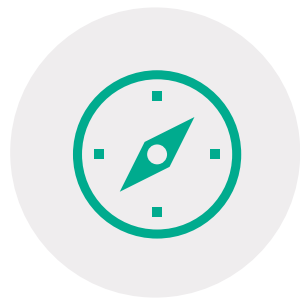
ENERGY, UTILITIES & INFRASTRUCTURE



People & Change

We unlock the potential of people

We understand that high volume and complexity of change impacts our clients' people, organisational structure and culture. We help our clients to adopt sustainable change, plus design and deliver the organisational, people and cultural capabilities they need for fast-paced innovation and for business agility to thrive.



Strategy & Customer

We put customers at the heart of organisations

With digitisation enabling faster innovation and more personalisation, customers expect more from their products, services, and their experiences. We help our clients to understand their customers with agility by providing insight, a clear strategy and an operating model designed to deliver business objectives and a great customer experience.



Delivery & Performance

We help our clients transform, perform and stay ahead

We partner with our clients to achieve delivery excellence and performance improvement. Whether it's delivering a large-scale transformation, aligning a portfolio to strategy or embedding operational excellence, we listen, challenge and create sustainable solutions tailored exactly to our clients' needs.



Digital & Data

We bring digital and data into focus for transformation

We help our clients innovate and create the agility within their digital and data strategy, operations and transformation activities to address the challenges of the post-pandemic, digital world. We then use our insight, creativity and expertise across advisory, delivery and data domains to design and implement imaginative but practical solutions.



Sustainability

We transform organisations to harness the opportunity of sustainability

Ambitious government targets and growing pressure from customers, investors and other stakeholders are testing our clients' sustainability credentials. We can help our clients take the lead on sustainability strategy and turn their objectives into a portfolio of impactful change initiatives, products and services that support their journey to Net Zero.

PARTNER TEAM



Richard Brackstone

Richard is our Managing Partner. He leads our management team, the Telco, Media & Technology sector, and our relationship with Expleo.



Leo Koshutova

Leo is the Partner for Life Sciences and together with Hinesh, co-leads the Moorhouse People Squad which includes Wellbeing, Equality Diversity & Inclusion and Culture.



Sofia Lencastre

Sofia is the Lead Partner for our Financial Services team and the Digital & Data service line.



Hinesh Patel

Hinesh is the Lead Partner for the Government & Public Services team, which includes Health & Care. Alongside Leo he co-leads the Moorhouse People Squad, which includes Wellbeing, Equality, Diversity & Inclusion and Culture.



Anna Rissen

Anna is the Lead Partner for our People & Change and Strategy & Customer service lines.



Jon Russell

Jon is responsible for managing financial performance and ensuring operational excellence across the Business Support Teams.



MORE ABOUT YOU.

We recruit, develop and retain the best people and we're committed to creating an inclusive workplace that enables all our people to feel respected, supported and part of a team where everyone can be extraordinary.



The way we manage the business means that everyone has the opportunity to play an active role in how we operate, develop and grow.

WHY?

- To support the growth aspirations and continued success of the firm.
- Our clients want to engage the very best people who can help them solve their biggest challenges.
- Our people are the biggest asset we have. We are absolutely committed to building and nurturing our talent and harnessing their ambition and desire to be the very best they can be. Our vision is that by embracing what makes us all different, we will all achieve even greater things.

HOW?

- We provide broad, flexible career paths with fast-track options.
- We incentivise and reward our people well.
- We invest x8 more than the industry average on Learning & Development so our people can continue to grow and excel.
- We encourage juniors to rub shoulders with seniors, there's little hierarchy.
- We provide client insight feedback.
- We offer pay parity and transparency.
- We care about work/life balance and we protect our people wherever possible from working silly hours.
- We engage and consult with our people whenever possible, we don't impose from above.



TOGETHER WE ACHIEVE MORE

Our vision is that by embracing what makes us all different, we will all achieve even greater things. To deliver our vision we've developed seven focus areas based on recruitment, events, comms, policies, training, guidance for people managers, knowledge management and data.

These focus areas will support us to:

- Build a workforce that reflects the diversity of our clients and society as a whole.
- Increase people's awareness and understanding of equality, diversity and inclusion using training, events and comms.
- Evolve and update our ways of working, processes and systems to support and underpin our vision.
- Develop leaders and role models from different backgrounds.
- Foster an environment where we support and challenge each other to achieve our Equality, Diversity and Inclusion vision.
- Create a culture of inclusion that ensures whoever we are, we are entirely comfortable being ourselves in the workplace.

**WE HAVE SEVERAL ACTIVE
EMPLOYEE RESOURCE GROUPS
WHICH ENABLE OUR PEOPLE TO
SUPPORT EACH OTHER, BUILD
MEANINGFUL CONNECTIONS,
PROMOTE WELL-BEING, AND
INFLUENCE CULTURE AND POLICY
IN THE WORKPLACE. READ
MORE [HERE](#).'**

Moorhouse is a progressive employer and we encourage our people to contribute and engage with us on an ongoing basis so that this is reflected in our policies and ways of doing things. In our most recent updates, we have revised our policies to offer non-gendered Shared Parental Leave, paid time off for fertility treatment and following pregnancy loss.



WE TAKE SUSTAINABILITY SERIOUSLY



We're committed to meeting our own needs without compromising the ability of future generations to meet theirs.

The future done differently

We care passionately about making our immediate and wider world a better place and we're well placed to drive forward a powerful sustainability and social value agenda.

We've already made huge strides in our own organisation and we work at senior level with a large number of organisations where we have influence and can support a similar path.

We walk the talk

We're constantly striving to be a more responsible business and we're introducing metrics to help measure our progress.

We engage with our teams and showcase the importance of leading by example. For example, our offices have excellent sustainability ratings, we work with partners to reduce our carbon emissions and have a Head of Sustainability who will continue to manage our ISO14001 environmental accreditation. We were delighted to become B Corp certified in 2023. You can read our first Impact Report [here](#)

WE'RE CONSTANTLY STRIVING TO BE A MORE RESPONSIBLE BUSINESS. READ MORE ABOUT OUR JOURNEY TO SUSTAINABILITY HERE

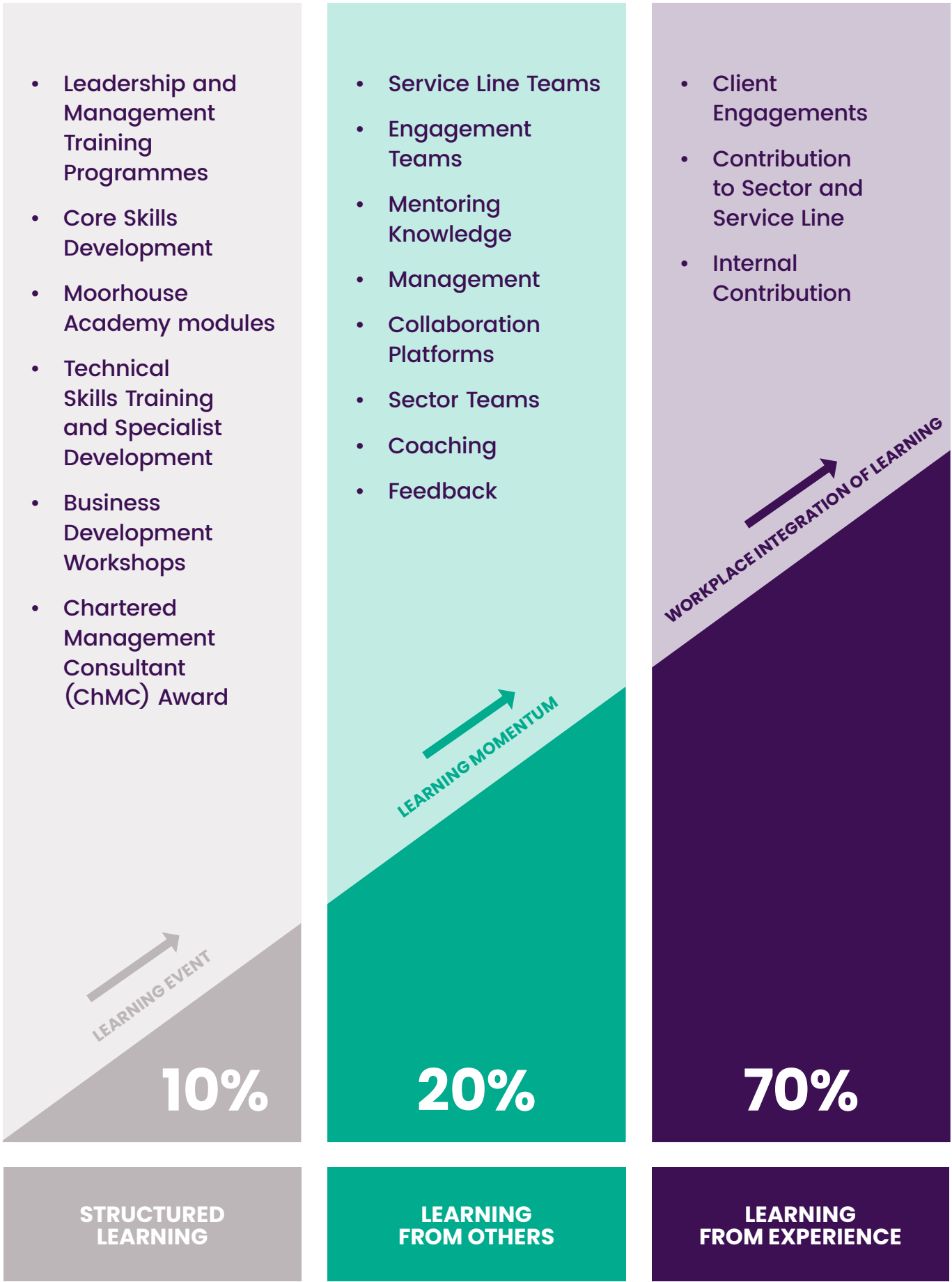


BREEAM®

SUPPORTING YOUR CONTINUOUS DEVELOPMENT AND CAREER PROGRESSION

Your learning and career development are extremely important to us. Supporting the career development of everyone at Moorhouse comes from a blended approach to learning and development.

TYPES OF LEARNING INTERACTION





STRUCTURED LEARNING

10%

- ✓ Development Workshops
- ✓ Presentation Skills
- ✓ Moorhouse Academy modules
- ✓ Technical Skills Training
- ✓ Grade Development Programmes
- ✓ Learning Management System and app offering customisable learning paths

RADA
BUSINESS

MOORHOUSE
ACADEMY

EDGE CUMBE

DELTA LEARNING



LEARNING FROM OTHERS

20%

- ✓ Service Line Teams
- ✓ Engagement Teams
- ✓ Mentoring
- ✓ Knowledge Management / Collaboration
- ✓ Platforms
- ✓ Sector Teams
- ✓ Coaching
- ✓ Feedback
- ✓ Lunch & Learns
- ✓ Quarterly Escapes



MCA
A POSITIVE FORCE FOR THE
ECONOMY AND SOCIETY



YOUNG
MCA
A POSITIVE FORCE
FOR THE ECONOMY

CMI
CMI
Accredited
Programme



LEARNING FROM EXPERIENCE



- ✓ Client Engagements
- ✓ Contribution to Sector and Service Line
- ✓ Internal Contribution

Here are some of the Moorhouse clients you could be working with.

WE GIVE BACK

Our sustainability ambitions extend beyond the natural world to ensure our communities and society as a whole are supported to flourish and every year we collectively vote for a charity we'd like to support.

We're currently working with Power2, a charity which runs programmes for children and young people which are designed to develop crucial life skills, improve confidence and boost self-esteem through mentoring and positive psychology.



MORE ABOUT YOUR FUTURE

5 reasons to join Moorhouse

Medium firm vs big firm

Size isn't everything. Your colleagues will be some of the best consultants from the big firms; your clients will be global names engaging you on mission critical change programmes; and your career progression will be transparent and honest. We take great pride in our entrepreneurial spirit, and everyone in the firm has the opportunity to shape and influence the business.

Our clients and work

Our clients are all top tier FTSE 100 or major Governmental departments. We work across many industry sectors: Defence & Security, Energy & Utilities, Financial Services, Government & Public Services, Health & Care, Life Sciences, Retail, Telco, Media & Technology, and Transport. We are at the cutting edge of major transformational change. Our clients use us to turn their strategy into action and because of our 'out of the ordinary' delivery.

Recognition

Moorhouse is proud to have featured in the Financial Times rating of the UK's leading management consultants every year since the

list began. It ranks consultancies recommended by clients and peers, rated by sectors and services.

Your development

We take your personal development seriously and we recognise that as you move through your career in Moorhouse that expectations change. That's why we run several learning and development events throughout the year which are bespoke to your grade and needs. This includes core skills training, 1:1 coaching, informal mentoring, Leadership Development Programmes, business development skills training as well as bespoke training sessions to ensure that you're always "playing from a 10".

Accelerated career progression

Career progression is based on merit and not time in grade, so can be accelerated if you're ambitious to progress quickly. We have no quotas to meet or boxes to tick; your career progression is dependent on your achievements and merit, and not your tenure. Twice a year you will agree objectives with your Talent Lead; they will provide one-to-one support to help you achieve your goals and realise your full potential.



UK'S LEADING MANAGEMENT CONSULTANTS 2026

2026	2025	2024	2023	2022	2021	2020	2019	2018
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BENEFITS AT MOORHOUSE

At Moorhouse, we offer the following benefits:

- ✓ 25 days per year holiday allowance and option to buy/sell leave
- ✓ Pension plan
- ✓ Discounted gym membership
- ✓ Private medical insurance
- ✓ Parental leave (non-gendered)
- ✓ Paid fertility support
- ✓ Paid leave for pregnancy loss at any stage, for all parents, irrespective of gender
- ✓ Generous sick leave
- ✓ Life assurance scheme
- ✓ Additional benefits, including a cycle-to-work scheme and salary sacrifice electric vehicle leasing.

At Moorhouse we regularly take time out to 'Escape' as one firm. These events are opportunities to reconnect with Moorhouse and each other while having some fun. Our teams tell us Escapes are one of their favourite elements of working at Moorhouse. Find out more about life at Moorhouse [here](#).

WHERE TO FIND US?



Address

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16th Floor, 69 Old Broad Street
London EC2M 1QS



Contact details

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e: info@moorhouseconsulting.com
w: moorhouseconsulting.com



Stations

Nearest mainline station –
Liverpool Street

Nearest underground stations –
Liverpool Street, Bank, Moorgate

Nearest Elizabeth line station –
Liverpool Street



TALK TO US

Let's start a conversation about careers done differently.
If you have any questions, we'd love to hear from you.
Please contact talent@moorhouseconsulting.com.