Work for us - US

#drivenbydata
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Future thought leaders needed
Our expert team provides an end-to-end service from technology selection advisory through to solution retirement and migration. We are here to help people and organisations make better data-driven decisions in an increasingly complex environment.

Our clients have some of the most complex data challenges in the world. Whether this is the immense variety and sensitivity of data in a top 100 Law Firm, the incredible velocity of data for a major telecommunications provider, or the unprecedented volume of data processed by a Tier-1 Investment Banks; we make their Big Data problem our problem.

To better serve our international clients with a global outlook, BIPB founded the Business Intelligence Experts Alliance (www.biexall.com); an organisation that promotes best practice in Big Data and Analytics solutions through collaboration across the leading specialists in the industry.

**What is our Goal?**

Our mission is to build a world-class global consultancy firm, transforming the world of decision making in the enterprise by introducing a data-driven framework and methodology built on thought leadership, domain expertise and mastership of technology.

Using Data Discovery Technologies, we help visualise massive volumes of data in a simple and user-friendly dashboard format. This gives business users better decision making information, while still allowing them to quickly access the granular detail where necessary.
Where are we?
The BIPB graduate scheme

BIPB believe in developing people’s skills and investing in their future. We ensure our graduates are given the tools and the training to become experts in their field. This is a very exciting time to be involved in our growing business and in the business intelligence sector as a whole. BIPB specialise in Financial Services providing consultants who help decision makers make better data driven choices.

If you have a passion for IT and the drive and ambition to be a successful consultant, we will help you realise your goals.
Why BIPB?

Market leaders in the business intelligence space
Committed to quality training and graduate mentoring
Real opportunity to gain market experience as a consultant within weeks of joining the company
A competitive starting salary
A fair working culture where success is rewarded
Great social events and company incentives
International career opportunities
As a growing company, BIPB employs an entrepreneurial ethos where ideas are shared freely and the opportunity for progression is concrete
An experienced management team to support your career growth and personal development
Great client list meaning you will be working in some of the biggest enterprise businesses in the world

What can you expect to do within BIPB?

Focused and rigorous technical training in a broad range of BI technologies, with tuition from some of the best experts in their field for a number of weeks from the day you start
Investigate and trial the latest products and then disseminate information to our network of consultants, sales team, and executives
Contribute to the sales team by spotting opportunities for future work and building, modifying, and presenting demos to potential clients
Strengthen our internal consultant network by helping solve challenges that other consultants present to the group

What can you expect to do with our clients?

Work closely with key business users to gather and understand business requirements
Match these requirements with technical solutions
Design and build suites of interactive data dashboards and static reports
Troubleshoot performance and functional problems
Manage ad-hoc requests and guide users through ad-hoc analysis to answer business questions as they arise
Help to outline and utilise best-practice ideologies around data extraction and transformation
To start your career with BIPB you will be required to meet some basic criteria. We have a commitment of excellence to our clients so we invite the top caliber of graduate to join us in our quest for excellence in the Business Intelligence marketplace.

How do I secure my place on the graduate programme?

Have you got what it takes?

Be passionate about a career in IT: have some experience in IT and a good knowledge of the industry. Database knowledge or Financial Services experience is a plus.

Have completed or are due to complete a degree from a leading four year college or University in one of the following subjects or a closely related field:

- Computer Science
- Physics or Other Science
- Mathematics
- Electronics
- Engineering
- Information Sciences

Have achieved a minimum GPA of 3.25

Have tangible examples on your CV of extra-curricular activities that demonstrate your capabilities outside of your degree subject. BIPB is committed to recruiting well-rounded individuals.

Be available for the full training programme (8 weeks from start date)

Be able to relocate to NYC and be geographically flexible

Be eligible to work in the US
Top interview tips
Once you have been invited to an interview with the BIPB team, we are hoping that you will blow us away. We want to enjoy the process and for you to get the most out of it also. Our interview process has been developed to allow us to select the best talent we can and to bring the most out of our candidates.

Learn about the company

We are a niche consultancy that deals with a very specific market. We will expect you to know about that when you interview with us. We would be really interested to hear about what you think of our place in the market and what you’ve learned about us, not just from our own website, but through your wider research also.

Be ready to answer competency based interview questions

We hire a wide range of profiles and consider people based not just on technical ability, but on their personal skills and competencies.

Competency-based interviews are more systematic, with each question targeting a specific skill or competency. Candidates are asked questions relating to their behavior in specific circumstances, which they then need to back up with concrete examples. To prepare for these types of interviews, you should be able to speak about your achievements and past experience easily, so you will need to know your CV inside out. For further information on competency based interviews, please contact the recruitment team on: recruitment@bipb.com
Dress Code

First impressions will count and we expect our interviewees to be smartly dressed and client-facing throughout the interview process, unless it is stated otherwise.

Questions

The opportunity to ask questions at the end of an interview is a great time for you to find out more about the company, the role and to have a slightly more informal chat with your interviewer. Please come to interviews prepared to ask us the questions which will give you the information you want to move forwards.

Technical Tests

Depending on the role you are applying for, we do give technical and / or Psychometric tests. In some cases you will be asked to complete these in our offices, and in other cases you will be given longer to complete the tasks in your free time from home. We give tests to applicants as we offer a high level service to our clients and operate a strict policy in house to hire the best talent in the market place. All elements of your recruitment process will be taken into account. Please dedicate a decent amount of time to completing your tasks. The team is always on hand to answer any queries you may have, should you need support.

Suggested Reading List

BIPB employees read a range of texts to develop their knowledge further and widen their understanding of the market place. You may be interested in reading some of the below:

Vivek Ranadive and Kevin Maney (2012), The Two-second Advantage: How We Succeed by Anticipating the Future – Just Enough

Geoffrey A. Moore, (1998), Crossing the Chasm: Marketing and Selling Technology Products to Mainstream Customers

Sheryl Sandberg, (2013), Lean In: Women, Work and the will to lead

Ben Fry, (2007), Visualising Data: Exploring and Explaining Data with the Processing Environment

Stephen Few, (2013), Information Dashboard Design: Displaying Data for At-a-Glance Monitoring
Meet the team
Name: Hannah Curtis

University / College attended: Graduate Georgia State University
Location: US
Position: Consultant

I enjoy the ambitious, entrepreneurial spirit at BIPB and that it’s balanced with a solid support structure. We also partner with other technology companies, which gives us a competitive edge in the market place.

Since starting, I’ve been working on projects for business managers in a well-known Investment Bank focusing on Capital Markets. These have centered around analyzing employee headcount and compensation data, reconciling various systems, cleaning/standardizing data, scenario analysis, and budgeting.

BIPB is a growing company with a strategic vision; there’s room for professional growth. My colleagues are creative, intelligent, and collaborative and the projects currently underway across the company are unique and interesting.

What do you do for fun in your spare time? Rock climb, dance, practice yoga and the flying trapeze, play ping pong, read, enjoy NYC, hike and travel (preferably to unusual places)!
Name: Kevin Maroney

University / College attended: Lehigh University  
Location: US  
Position: BI Analyst

What do you like about working for BIPB? The fact that working for BIPB requires more than just one certain skill set. You have to be dynamic and know about both aspects (the business and the information systems) to provide the best solution.

What are the main projects you have been involved in since you started?  
Extensive work/training with data technologies

Why would you recommend BIPB to a friend? At BIPB, you’re surrounded by a group of people with an eclectic set of specialties. There is a lot you can learn here from everyone around you.

What have been your two main achievements since working for BIPB?  
Completing the training process in London. We were flown out to the city to live there for 2 weeks and trained intensively by the expert team there.

What do you do for fun in your spare time? Like any New Jersey native, I enjoy spending weekends at the Jersey Shore. I also like playing different sports ranging from golf to basketball.
Name: Adam Vaughan

When you joined BIPB: March 2010
University / College attended: Derby University
Location: UK and US
Position: Product Strategy Director

What do you like about working for BIPB? The opportunity to empower the best consultants with the most powerful software that leads to the most potent solution and truly delivers on function and longevity.

What are the main projects you have been involved in since you started? Technical partnerships with Nekatoon (Squirrel), DoTank Studios. QlikView delivery to DB in the US, RBS and HSBC plus technical advisory to all ongoing delivery projects.

Why would you recommend BIPB to a friend? It’s an environment where it’s encouraged that you teach and lead colleagues, whilst also appreciating their experience and knowledge. It’s truly a frenzy of technical debate that leads to industry leading solutions, using a variety of technology in the best possible way.

What have been your two main achievements since working for BIPB? I am particularly proud to lead our technical stream and to influence our delivery teams on a daily basis. I’m also pleased that our fusion of Microsoft Kinect and QlikView in 2011 is still talked about today; this technical first is still sighted as just one example of how pioneering BIPB can be.

What do you do for fun in your spare time? Whenever I get the chance, I love to be involved in amateur motorsport where I can apply analytical skills to engineering. It’s fantastic to physically experience improvements in the car’s ability when the answers have come from analysis using software.
Name: Scott Hanrahan

When you joined BIPB: October 2011
University / College attended: Kenyon College, Economics and Scientific Computing, 2010
Location: US
Position: US Operations Manager

What do I like about BIPB? I enjoy working for a smaller company. At large firms there is red tape everywhere you turn, while at BIPB it is possible to forge your own path day to day. In my experience, presenting new business ideas to management often results in getting the green light to move forward so quickly that I feel sheepish for not arriving prepared with a plan to lead implementation! Meeting and exceeding these expectations gives me confidence and fulfillment in the workplace.

Main projects involved in? I have implemented data model restructuring and various improvements to a very large application at a Tier 1 Investment Bank. The project was led by a global head of network infrastructure services and expanded to over 200 users with our assistance. The app provides insight into the tech refresh lifecycle statuses of tens of thousands of pieces of network infrastructure on four continents.

Would you recommend BIPB to a friend? The work hard, play hard culture jives well with the general demeanor of NYC residents.

What do you do for fun in your spare time? In the summer, I play on a “beer league” softball team with a bunch of friends in central park. I’m also a certified skydiver and go jumping on any free weekend day. In the winter, I squeeze in a few ski trips out west each year.
Meet one of our recruitment team at a University event or see one of our adverts online for our graduate program.

02. If your application is accepted by our recruitment team, you will be invited to complete our suitability test.

03. After successful completion of your test, you will be invited to attend the BIPB Assessment Center for 1/2 a day.

04. If selected from our assessment center, you will undertake a final round interview with our board of directors.
Congratulations, if you impressed our directors, you are now employed by BIPB on our graduate scheme. (subject to reference, background and credit checks)

Training starts (4-8 weeks) with our expert consultants and trainers

After a rigorous training period, you will be assessed one final time and should you pass the BIPB Consultant exam, we will place you alongside one of our consultants to work on a live project on site.

Ongoing training, social events and appraisals take place for the following year.
This typical career path at BIPB shows you how you will be able to grow and progress with our business. We support graduates from Entry Level to Business Manager Level and give you the tools to excel in all areas throughout your time with us.

We also offer training in a variety of areas throughout your career with us. Areas we cover include further development courses in project management, accounting, consultancy, business, technology and languages. BIPB also actively support pursuits in further education as well as gap years and sabbaticals.
The BIPB career path

0-12 Months
Graduate consultant

1-3 Years
Consultant

3-5 Years
Senior consultant

5+ Years
Principal consultant

6+ Years
Business manager
White water rafting

Visit our facebook page for more photos and latest event information

Visit www.facebook.com/bipbit for more
Social BIPB

Alongside your work, BIPB arrange and encourage a busy social calendar of events.

We work hard and we play hard and have fun whilst achieving all we can.
BIPB Summer Party
Visit our facebook page for more photos and latest event information
Visit www.facebook.com/bipbit for more
BIPB Summit

Check out the video of our summit at
www.bipb.com
Have you got what it takes?

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www.bipb.com/careers
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