

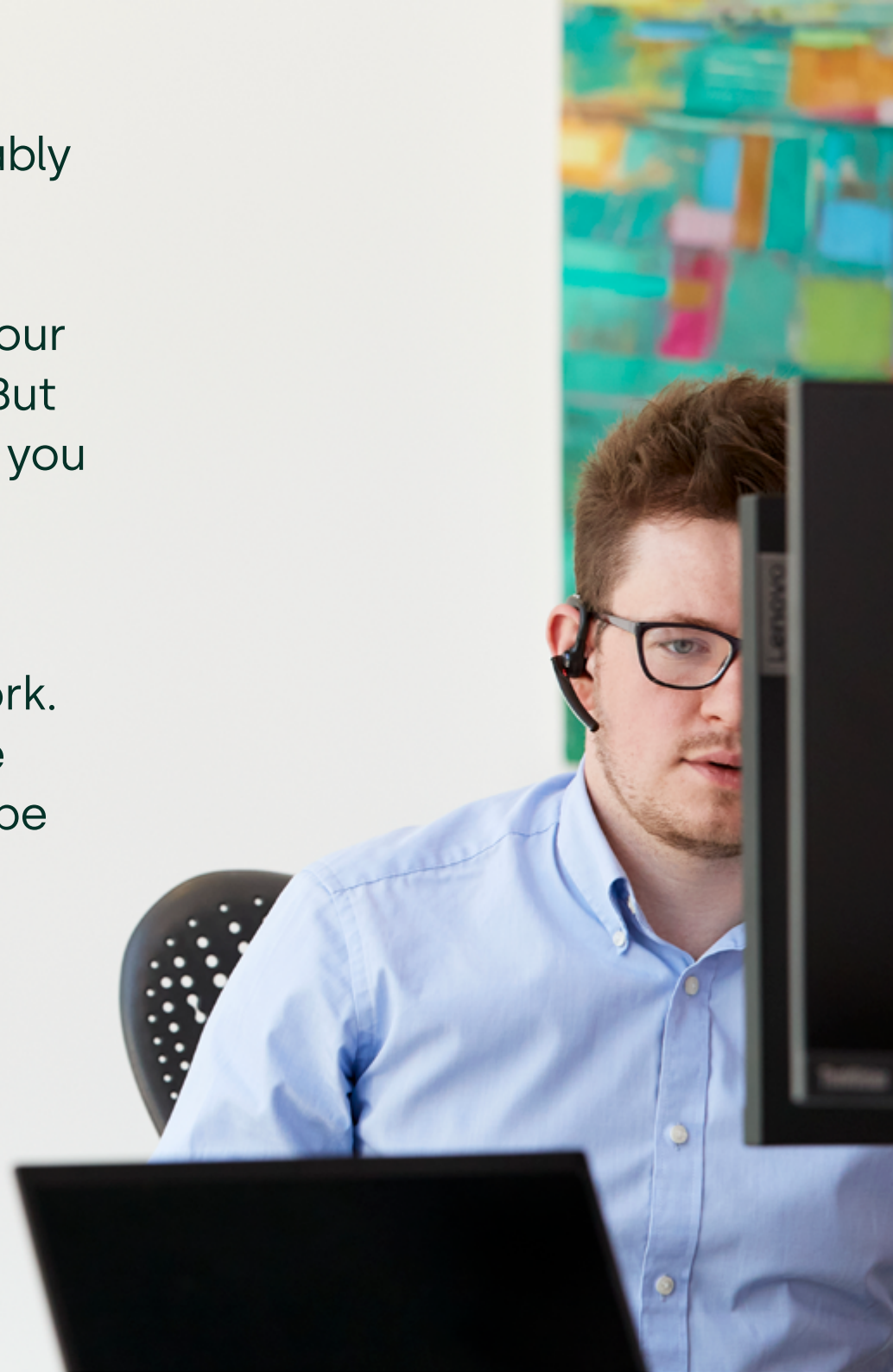


What difference  
will **you** make?

Wherever you are in your career, you're probably thinking about the next step forward.

Growth, progress and reward will motivate your next move. Lifestyle and culture matter too. But what matters most to you now? And how do you find the right balance of your priorities?

Many of our successful candidates tell us they want to make a difference with their work. If you're looking for a rewarding path and the opportunity to have an impact, Oxera could be the right place for you.



Applying cutting-edge economic theory to real-world business and policy scenarios, we help some of the world's most high-profile brands, regulators and policymakers.


Our culture is ambitious and caring. We develop a growth plan for each individual team member, ensuring that everyone has an opportunity to find their place, with room to develop in their own chosen direction.

If you want to feel valued and welcome at work, to stand out and get noticed, read on. If you're ambitious and want to join a diverse team of unlike-minded people, you'll feel at home with our team.

Success comes when you're doing your best work to help others. Whatever difference you want to make, you'll get a chance to do it at Oxera.

With a number of offices across Europe and expertise in core economic disciplines, we work on a broad range of projects across multiple sectors.





Rewarding careers are forged through experience. At Oxera, you get a chance to thrive at work while continuing to learn, grow and progress your career. With a diverse culture throughout our offices, we're a purpose-driven company using economics to make an impact on our clients and on wider society.

You'll work on a broad range of projects across a variety of skills and locations, growing your knowledge across multiple disciplines and sectors. We put our people at the cutting edge of economics on projects that are relevant to the rapidly changing world around us.

There's a new challenge every day.

Working closely with leaders in the organisation and a diverse group of colleagues, your professional growth is developed and supported. We respect our people and place a strong focus on both client and team experience. Your achievement and progress are tracked and rewarded.

If Oxera sounds like the right place for you, come and join us. We offer permanent graduate positions as well as short - and long-term internships across all of our offices. We select people who want to make a difference using their unique thinking and expertise. Typically, our applicants have the following experience and qualifications:

- A strong academic background, with a focus on Econometrics, Data or Computer Science, Finance, Economics of regulation or Competition Economics.
- Some relevant work experience, with a regulator, a competition authority such as DG Competition or the UK Competition and Markets Authority or another national competition authority, or another economic consultancy or management consultancy.
- Fluency in English essential. Business-level ability in another European language highly desirable.

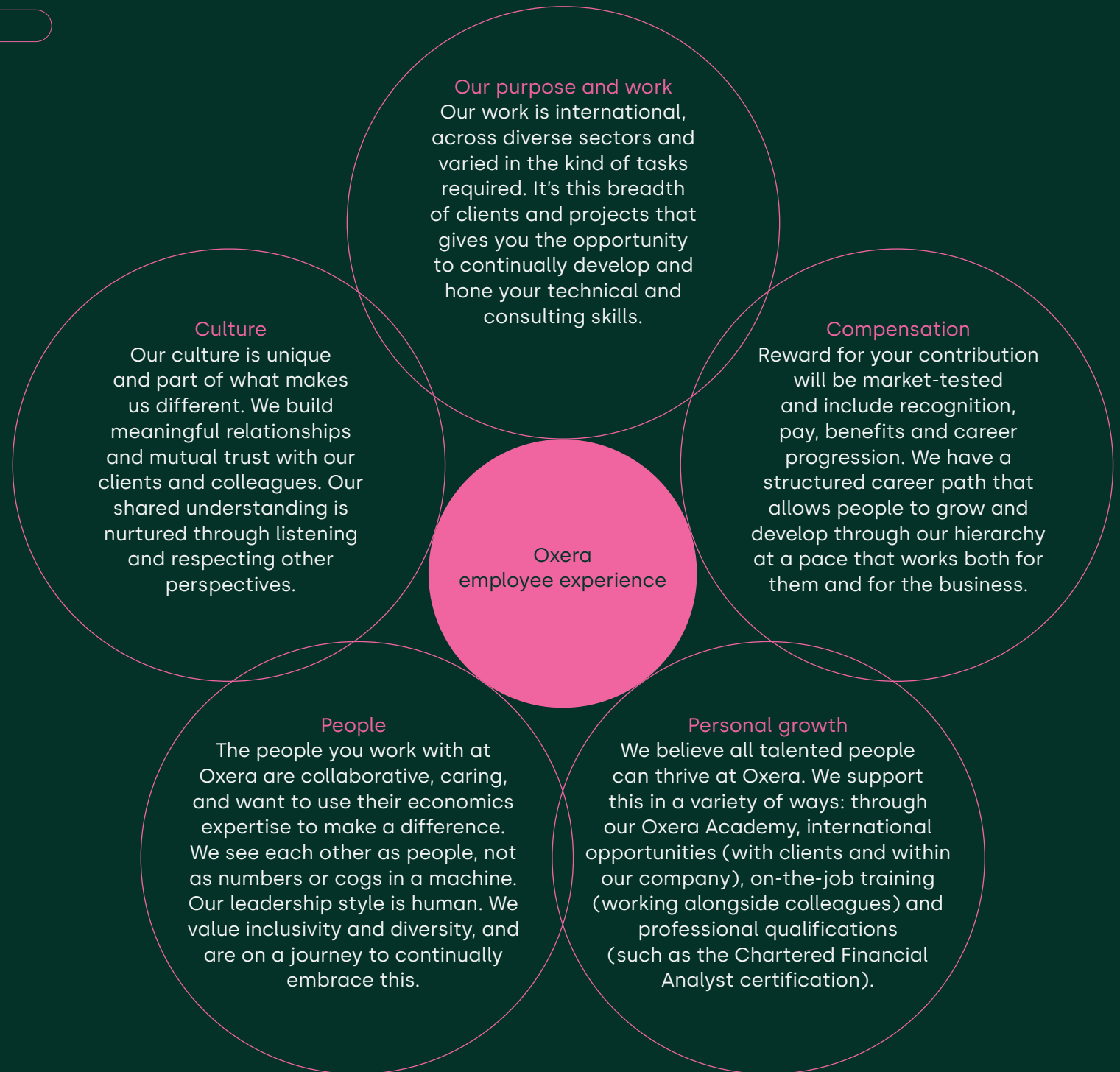


### Building a vision for your career

Oxera relies on the quality of our people. Your knowledge and application, initiative and development make the future of our work possible.

We develop a career vision together with each of our people: people with ambition, searching for the right place to focus their energies, who want to grow, progress and experience a diverse range of challenges. People who want to make a difference.

As you find your place at Oxera, you'll become aware of the core elements of your employee experience. We value your growth and your endeavour, and welcome you into our culture and purpose. In return, you'll be rewarded in recognition of your efforts and achievements.



### A different experience.

Anyone looking at a career move has their own unique set of priorities. We understand that.

People who choose Oxera generally come to us for the exposure to exciting projects across a variety of clients and sectors, the impact this work has on industry and society, and our reputation with regulators, policymakers and commercial entities.

We also operate an open structure, where people of all levels of experience work together. You get the chance to work with the leaders in the business, doing meaningful and varied work that makes a difference. We're known as experts with integrity, interrogating every data point, ensuring that our solutions stand up to scrutiny.

With a passion for fairness, our integrity reveals the truth within an economic context, helping our clients make better decisions.



### Make an impact on global economics.

From our network of offices, you'll have the opportunity to work with diverse teams and clients, experiencing professional and cultural life in multiple locations across Europe.

As a pan-European business, we look after the needs of our team and candidates. If you are selected for a permanent position we provide administrative and financial support with visas and relocation.

We're intentionally compact as a business, making us small enough to get to know everyone—and small enough for you to get noticed, so you'll have plenty of opportunities to shine. To keep up with the pace of change, we have to stay ahead. Ours is a fast-paced, fluid environment, requiring innovation, adaptability, curiosity and a willingness to rise to new challenges.

Merħba

Välkommen

Vítejte

Hoşgeldiniz

Witamy

Bun venit

Bem-vindo

Bienvenido

स्वागत है

Tervetuloa

Καλώς ήρθατε

Willkommen

Welcome

Bienvenue

歡迎

Bienvenue

Welkom

Vitajte

أَلْمَسْرُو أَلْدَا

Velkommen

Our staff and clients represent a wide range of nationalities. Between us we speak and work in over 30 different languages.

دىدمأ شوخ

Chào mừng

Benvenuto

добро пожаловать



### A values-driven business

Working at Oxera isn't like working for any other business. Colleagues and clients tell us this all the time. This is why people stay at Oxera and why clients keep coming back.

With a focus on relationships and mutual trust, our culture is welcoming, challenging and collaborative, where people help and support one another. We believe in finding the right balance between ambition and wellbeing. And taking pride in our work. We deliver work of the highest quality that can withstand detailed scrutiny.

We are guided by our values of Integrity, Insight, Collaboration and Passion, alongside a powerful common purpose defined:

To use economics and finance with impact; to inspire better decisions by businesses and policymakers, so as to improve market outcomes for wider society.

Guided by our common purpose, we invest in areas that sustain our profession, the environment we work in, and the people we work with. We use our expert knowledge of analytics, competition, finance and regulation across a wide range of sectors and products to influence policy and the wider economy.

We can only do this with amazing people in our team, contributing to the impact we make and helping our clients solve their real-world challenges, bringing together a wide range of expertise and perspectives to answer the most complex questions.





## Google

Smartphones have become central to our digital lives. We use them to connect with our friends and family, and to access information, entertainment, and markets. With competition enforcers increasingly intervening in digital markets and regulatory authorities examining many of the issues that can arise within them, it's vital to understand how the smartphone ecosystem generates value for society.

Google asked Oxera to consider the benefits that the Android ecosystem brings to consumers, businesses, and digital markets in Europe. We found that Android plays an important role in the European digital economy as a multi-sided platform that brings businesses and consumers together across a range of devices.

Android's success rests on creating a virtuous circle of growth by stimulating both 'sides' of the market. Increasing the number of users attracts app developers and service providers, who in turn attract more users, and so on. This virtuous circle is possible because of a number of key product design and business model decisions that Google made.

## Mastercard

We advise Mastercard on regulatory competition investigations, acquisitions, and litigation. In doing so, we combine our core skills (competition economics, finance, data analytics, and behavioural economics) with creative thinking to deliver innovative and practical solutions.

Using its technological know-how, Mastercard develops, operates, and maintains a payment network that enables companies to do business with consumers conveniently and securely—whether a transaction involves buying groceries online or paying for a new car at a dealership.

The economics of payment systems is fascinating; it involves network effects, a two-sided market, and a four-party model where the operator (Mastercard) sets the rules and provides the incentives for the four parties—issuers, acquirers, cardholders, and merchants. These rules and incentives mean that the parties work together to ensure that money moves in a secure, timely, and convenient way.



### Qualifications

Masters in Managerial and Financial Economics from HEC Paris

### Previous experience

Two internships before joining Oxera

### I chose Oxera because...

I could do something concrete at Oxera. Even as an intern, my contribution to projects was meaningful and I added value, which I didn't feel anywhere else. The work here is more rigorous than in other places. Oxera takes your voice and position seriously and so the analysis and work is a lot more rigorous.

### Experience so far

You get to meet genuinely nice and smart people at Oxera. I've made great friends and learned a lot from the people I've worked with. The exposure to diverse individuals (different sector skills, backgrounds and cultures) is a great learning experience and allows you to grow as a person. Everyone has different approaches to work, which has been helpful and informative.

The thinking is constantly developing and evolving here. With the diversity of projects and sectors, you get to learn new things and face new challenges. Even at a junior level you get an opportunity to actively contribute, shape projects and add value.

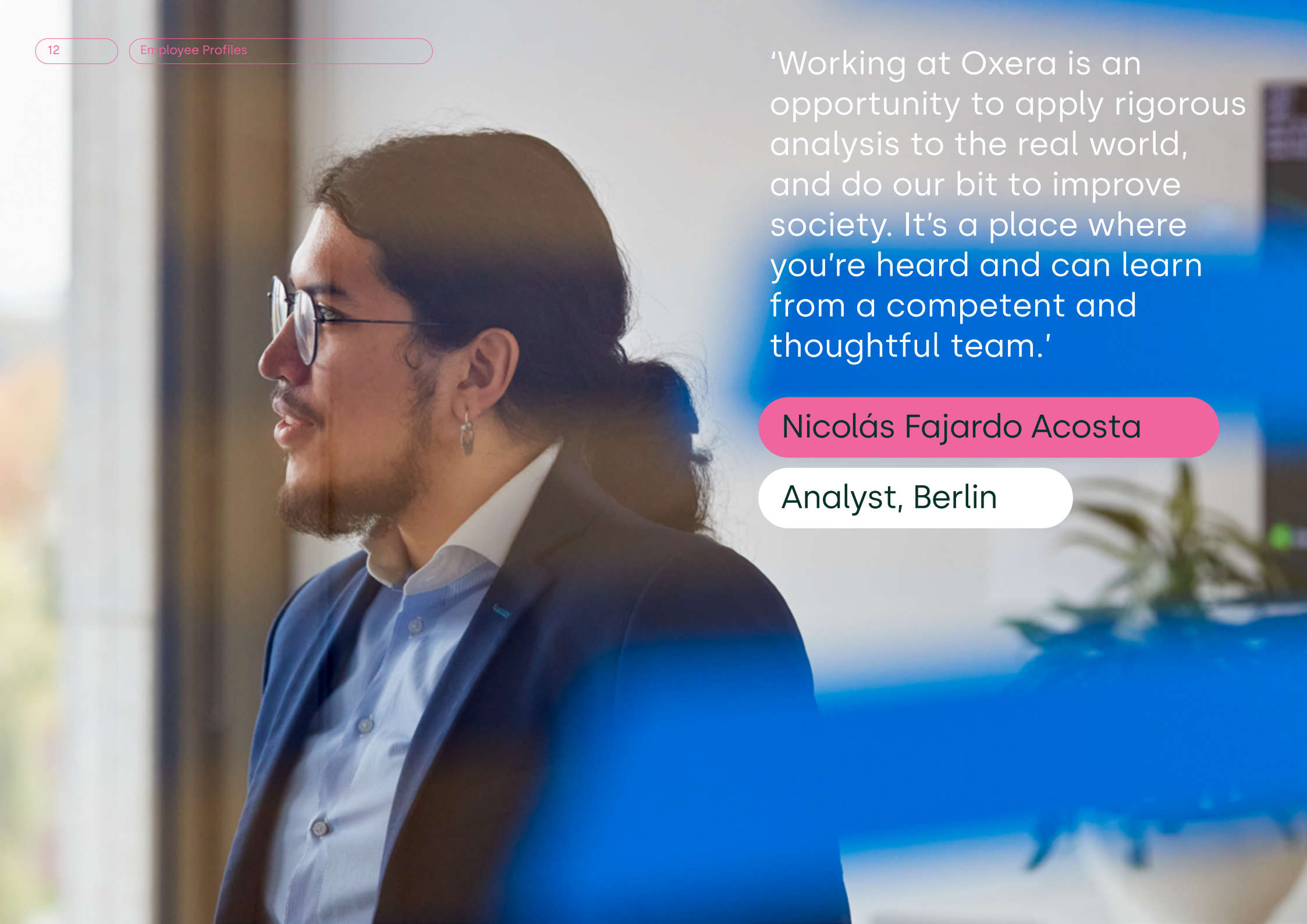
### My journey

You definitely go beyond your comfort zone here. When I joined I was focused on data analytics and macroeconomics. I'm learning more microeconomics and useful knowledge on different sectors. I'm looking forward to more aviation projects in France, leaning more on the economics side rather than state aid.



Célia Baye

Consultant, Paris



'Working at Oxera is an opportunity to apply rigorous analysis to the real world, and do our bit to improve society. It's a place where you're heard and can learn from a competent and thoughtful team.'

Nicolás Fajardo Acosta

Analyst, Berlin



Ambroise Descamps

Senior Consultant, Brussels

#### Qualifications

PhD specialising in Econometrics and Policy & Valuation, Queensland University of Technology, Australia

#### Previous experience

PhD research experience: teaching, attending conferences

#### I chose Oxera because...

I was looking to work somewhere that aligned with my values and allowed me to apply my knowledge. At my interviews, Oxera was the only firm that spoke about integrity, passion and collaboration, which are values that I hold dear, particularly because I come from a research background.

I also valued Oxera's focus on mentorship—my interviewer actually called me to encourage me to join and answer my questions. It was that personal touch that made the difference.

#### So far I've gained...

My self-confidence has improved. Oxera helps employees to feel empowered to speak up at work and trust their ideas. My communication and presentation skills have also improved, including my ability to communicate technical economics to non-economists. We're a very horizontal organisation, so even when you're working with senior Partners you are encouraged to speak up.

#### My journey

I'm looking forward to growing the Brussels office with the team and becoming a key player in European projects. Oxera encourages you to be involved in all areas of the project—from the bid, to writing the proposals and expert reports, to attending client meetings. This kind of exposure really aids your development and makes you feel involved in growing your office, enabling you to become a key player in your team.

### Qualifications

Masters in industrial Organization, Regulation and Competition Policy, University of Amsterdam

### Work experience

Intern in the Chief Economist's team of the European Commission's Directorate-General for Competition.

### I chose Oxera because...

When I was at the European Commission, I knew that I wanted to work as a competition economics consultant. Although I had another offer, I had heard that Oxera was a great place to work. Oxera offers interesting projects with responsibility entrusted to you early on. They also really care about their employees, valuing work-life balance and wellbeing, and also investing in extras like company parties, travel and benefits. The people are also part of what makes me stay.

### So far I've gained...

I've learned a lot about economics, consulting and management skills. The 'One Oxera' approach means we work across offices and projects in all jurisdictions, so you work closely with people from all offices. Oxera has a really friendly atmosphere and a non-hierarchical structure, and we work together as a team rather than in silos.

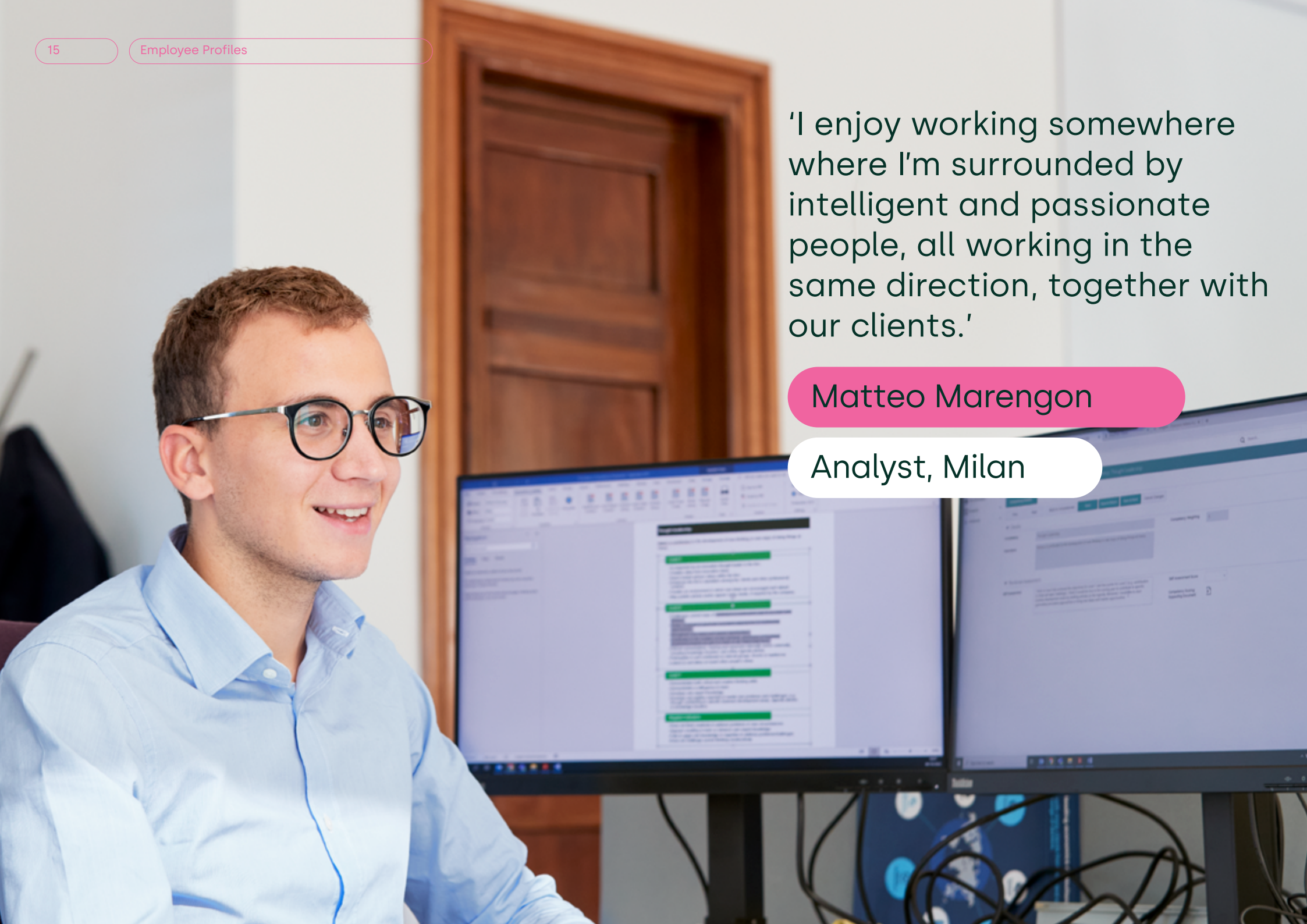
### My journey

My recent promotion to Senior Consultant will enable me to manage big projects, litigation cases and other competition projects, as well as to manage people. Oxera gives you a lot of responsibility and the opportunity to manage projects very early on, which helps you to achieve your goals.

A portrait of Anna den Boer, a woman with long, wavy blonde hair, smiling. She is wearing a white top and a grey blazer. The background is a bright, out-of-focus window.

Anna den Boer

Senior Consultant, Amsterdam

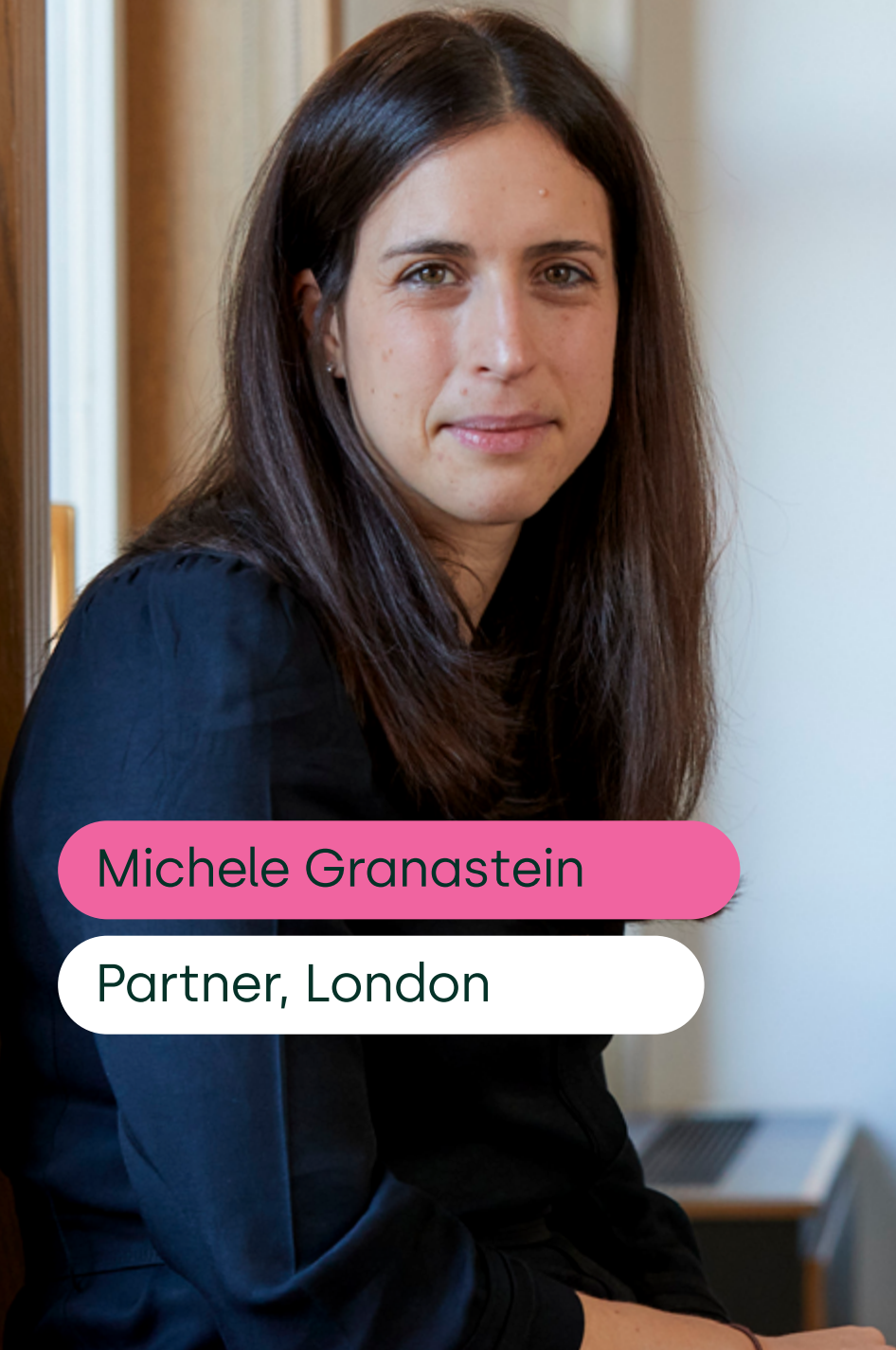
A man with short brown hair and glasses, wearing a light blue button-down shirt, is sitting at a desk. He is smiling and looking towards the right. In front of him are two computer monitors displaying data dashboards. The background shows a wooden door and a white wall.

'I enjoy working somewhere where I'm surrounded by intelligent and passionate people, all working in the same direction, together with our clients.'

Matteo Marengon

Analyst, Milan





Michele Granastein

Partner, London

#### Qualifications

Undergraduate in Economics and Business in Canada. Graduate degree at LSE in MPA: Public and Economic Policy

#### Previous experience

Intern at Oxera in 2009. Returned as an Analyst full time in 2010. Achieved Partner status in ten years.

#### I chose Oxera because...

I didn't know a lot about economics consulting as a student and was focused more on general management/strategy consulting. When I came across Oxera at a careers fair, economics consulting immediately became much more attractive. I loved the breadth of work/sectors I could explore at Oxera in particular. There's a lot of diversity in the projects. You never get bored! The people are one of the main things that make Oxera great. It's also easy to learn a lot here and upskill yourself quickly.

#### So far I've gained...

Over time, as you grow your career, you become more specialised and expert in a particular field, which helps you see the impact you're making. Working in a global industry like aviation, I have gained valuable international exposure. I can use my experience from my early days working in the UK, take lessons and apply those to other jurisdictions. In that sense, I am still constantly learning and developing.

#### My journey

My next steps will be in helping the aviation industry to recover and progress from the current shock and issues emerging after the effects of the COVID-19 pandemic. We're thinking about how future challenges will impact the sector and how it needs to evolve to deal with issues such as climate change.

### Qualifications

BA in Economics, Università Ca Foscari Venezia.  
MSc, MPhil and PhD: London School of Economics

### Previous experience

NERA economics consulting in London, regulator at Competition Group, Ofcom, and a long career progression at CEG (London, then Milan).

### I chose Oxera because...

The choice came at a crucial stage in my career, on top of a growing appetite for new adventures. The pivotal elements can be summarised in two points. The first was understanding that Oxera's values provided an unmatched cultural fit in the market of specialised competition consultancies, and the second was a mutual realisation of the great potential we could achieve working together.

### So far I've gained...

A host of new, valued colleagues spanning across all levels of seniority, and a diverse mix of skills and sector teams, which is fun! This breadth of interactions provides a great opportunity to exchange perspectives and swap notes on methods concerning all of the hot issues we face. The end benefit of this diversity of thinking is delivering clients the insight and value added that we are proud of.

### My journey

As a new team member joining at a senior position, the path is clear and gradual: continuing to consolidate successful collaboration with the Partners, forming strong shared experiences in communications, competition and damages, increasing our focus on EU-wide matters and the Brussels space, and developing further in my management role. Last but not least, I'll be working to unleash the full potential of Oxera on the Italian market in a range of regulated sectors, commercial disputes and competition-related matters.



Barbara Veronese

Partner, Milan

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