

# Working at RBB

# RBB is a worldwide leader in competition economics.

We're passionate about economics. Fully committed to every case we take on, we deal with all manner of competition policy assignments – from mergers and litigation through to market investigations and abuse of dominance.

For our staff, this means that as well as developing important client-facing consulting skills, RBB provides you with the opportunity to enhance and apply your economic knowledge to real world problems.

Economists at RBB are recognised as being among the very best in the world. We maintain that position by developing the skills of our staff and RBB is recognised as being the leader in nurturing future talent in this field.

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## Welcome to RBB Economics

We have a rich heritage and a strong track record of success in virtually all areas of industry and commerce.

Established in 2002 by some of Europe's leading competition economists, we have nine offices, including seven in Europe, bringing a truly global dimension to our work.

With a wealth of analytical and economic expertise, we work on the majority of EU Phase II mergers and are also very active in non-merger work globally. We take on the most complex competition law assignments in multiple jurisdictions, advising some of the biggest multinational companies on hundreds of high-profile cases every year.

We are therefore always seeking ambitious and highly motivated economists with strong academic credentials to join our multinational team. This short brochure is designed to help you decide if we are the right firm for you – and if you match what we look for in our new employees.

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## The RBB difference

Our multinational, multilingual team of experts believes that, when applying economics, they need to take into account the complexities of real-world markets rather than rely on theoretical models.

As a result, our approach is more hands-on, facts-based and less academic than many of our competitors. Our analysis is rigorous and authoritative, but always grounded in practical realities.

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## RBB working culture

The work at RBB is stimulating, challenging and rewarding. We have high expectations of our employees, but we also give them the freedom to pursue their interests and passions. You'll find that the more you put in, the more you develop and progress.

And because we focus solely on competition economics, we deal exclusively with matters that are of great significance to our clients. This is why we deliberately cultivate a working environment in all our offices that combines mutual support and informality with professionalism, dedication and self-motivation.

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## RBB working culture

To ensure we continue to nurture our entrepreneurial spirit and energy, we give all our staff the opportunities they need to flourish professionally at RBB.

You'll be able to engage directly with clients, legal advisors and competition authorities. At more senior levels, you'll be encouraged to develop your own portfolio of new clients. But you're never alone; we're there to offer support, guidance and advice whenever you need it.

RBB is meritocratic, not hierarchical: all staff have contact with the Partners on a daily basis. If you're willing to seize the opportunities you're presented with, you're likely to progress rapidly. And with our young, bright and highly motivated team, we offer a sociable environment that makes working here fun and enjoyable.

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## What this means for you

From the start, you'll gain exposure to the most senior-level client personnel, as well as our Partners who are recognised as leaders in their field. You'll meet the law firms and other professionals who work for our clients, and by building your responsibilities and experience, we'll help you develop and grow.

At RBB, we work as part of multi-disciplinary teams, tailored in size and experience to the needs of each case. We don't specialise in any particular industry or sector, and our economists can choose the areas of theory and data they want to focus on.

Whichever route you take, you'll get all the support you need and gain a wide range of invaluable, career-enhancing skills. These include the application of economic theory and econometrics to real-world scenarios, drafting expert witness reports, oral advocacy and client relationship management.

We enable on-the-job learning and development supplemented by more formal training where appropriate. We also provide funding for specialist courses and secondments to RBB offices around the world. And from time to time we sponsor MSc studies to help employees deepen their knowledge and skills.

Looking to employ the best people, we require impeccable academic credentials to ensure our staff can deal with the complex issues and demands we face every day. So, it will be of no surprise to hear that we offer the right people highly competitive salary and bonus packages.

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## What we're looking for

We're looking for exceptional economists with outstanding academic credentials. We need people who have the skills and outlook to flourish in an intellectually rigorous and challenging professional environment.

Most of our new employees are educated to postgraduate level, but we do offer places to some undergraduates.

Academic excellence alone is not enough, however. We also need people who can apply economic theory to practical situations; people who work well as part of a team and have strong written and oral communications skills.

### **Internships**

Each summer, we offer short internships to candidates who might be thinking about a career in competition economics once their studies are over. These internships can be taken up at any of our offices and, occasionally, at other times of the year.

On a number of occasions, these internships have resulted in permanent positions either at the conclusion of the placement or on completion of studies.

If you think you've got what we're looking for, please get in touch – we'd love to hear from you.



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## What happens next

If you're interested in working at RBB, send us your CV with a covering letter. If you meet our criteria, we'll invite you for interview and ask you to complete a short written test.

During our two-stage interview process, we'll test your practical application of economics, as well as your ability to express yourself in writing and orally.

There's no deadline for applications or fixed quota for new joiners. So wherever you are based and regardless of the time of year, apply by filling in the online application form on our website <http://www.rbbecon.com/working-at-rbb/>

For general enquiries contact [vacancies@rbbecon.com](mailto:vacancies@rbbecon.com)

Insights



“RBB Economics is a firm of economists, founded by economists and run by economists. As such, we seek to apply sound economic principles to how the firm is run.”

We provide a non-hierarchical and meritocratic environment. In addition to improving their practical economic skills, our economists are quickly given responsibility to help them attain important client facing skills.

These firm principles have allowed us to build one of the intellectually strongest teams of competition economists in the world, one that has unparalleled experience of advising on many of the most important and complex matters.

**Bojana Ignjatovic** Partner, London Office

“At RBB it doesn’t matter who you are or where you come from; it’s your calibre and the quality of your work that counts. There are no restrictions on how fast you can progress within the firm.”



Bojana joined RBB Economics from the Office of Fair Trading in 2007. Entering the company as Senior Associate, she progressed to Principal and then to her present role of Partner.

“As a Partner, I’m responsible for running cases and bringing in new client work. I liaise with law firms, act as project director and work with the team internally to define priorities and manage workloads.

The variety of the work is amazing; there are no silos here, we all work across different sectors, markets, offices and areas of expertise. And you’re encouraged to pursue the projects and jurisdictions you’re passionate about. For example, I’m from the former Yugoslavia, so I’ve been working to build knowledge networks in my home countries and create new avenues of work there for RBB. It’s a very rewarding process.

My advice to anyone thinking of entering the field, particularly young ambitious women, is that the opportunities are limitless, as long as you have confidence in yourself. RBB provides an open and enabling professional environment with multiple routes for progression, so you can shape your own career path and future.”

## Joan de Solà-Morales Partner, Brussels Office

“For someone interested in competition economics, RBB Economics is the place to be. Since joining, I’ve worked across many different sectors and advised before the European Commission and other competition authorities. Here you have the opportunity to get involved in interesting, high-profile cases from the beginning – the only limitations you’ll encounter are those you set yourself.”



Joan joined RBB Economics in 2011, having previously worked for the economics-focused think tank Bruegel.

“At RBB Economics, career development can be very swift. From the start, you’re directly involved in discussions with partners, clients and lawyers. Gaining such valuable early exposure certainly accelerates your learning. The firm’s flat structure also means you work with colleagues at all levels.

When I started, I focused more on data analysis and commentary. Now I manage the day-to-day development of cases, write reports and maintain regular contact with clients and lawyers. There’s enough flexibility to carve out your own direction and focus on the areas you’re interested in, while receiving senior colleagues’ guidance on the path they think you should follow.

I particularly enjoy that there’s no such thing as a typical day here. The sectors we work in change constantly, so no matter how senior you are you’ll always be challenged intellectually. In my experience, working with motivated people in an ambitious, flexible and friendly environment is what makes RBB Economics such a rewarding place to work.”

## Enrique Canizares Partner, Madrid Office

“RBB’s reputation for specialism and excellence was of course a major draw for me. But it was the challenge of starting up a new operation and helping to build the firm’s presence in the domestic Spanish market that I found really exciting.”

Recruited from a competitor firm in 2013, Enrique set up and now runs the RBB office in Madrid.

“I always wanted to work for a specialist firm, and RBB are exactly that. I’d been at a larger competitor company, but they lacked that sharp niche focus. RBB are the leaders in their field, the very best at what they do, and I really wanted to be part of that.

The opportunity to help a firm like RBB establish its reputation in Spain was also very attractive. It’s a good time to be entering the Spanish market, which is starting to recover and show real growth potential. Focusing on domestic clients, I’ve been building up the RBB offer here, integrating my past experience with the insight and knowledge of my RBB colleagues.

We now have an established local team in Madrid, and we get a lot of support from the other RBB offices as we operate on a European and worldwide level. Partners from across the firm have come over to attend roadshows and conferences to help establish our presence here. It’s this level of seamless collaboration which really makes a difference; the ability to share expertise and competencies across borders has helped us to develop a really powerful proposition in Spain.”





“I’d always wanted to do a Masters, but wasn’t sure I could afford it. RBB’s sponsorship enabled me to study abroad and immerse myself in another culture and language. I came back more confident, better qualified, and far better at communicating in group environments.”

Dean joined RBB in January 2013, straight out of university following an undergraduate degree in economics.

“From the moment I joined RBB, I was very keen on the idea of doing a sponsored Masters. The firm had been clear that this was an option, and within a month of me sending a formal enquiry by email, it was confirmed: I would be completing a one-year Masters in Economics on an English-taught course in Barcelona.

The year abroad was amazing. The course itself involved a lot of group work with people of different nationalities and backgrounds, which meant everyone had to become very adept at explaining economic theories and arguments. It built on and enhanced my undergraduate learning, and enabled me to acquire new cultural and professional insights. I also learned a new language. It was a deeply enriching experience on a number of levels.

Returning to RBB, I immediately felt more confident in my day-to-day dealings with colleagues and clients. For one thing, there was the knowledge that I had greater parity of qualification with those around me. But from a communication perspective, I felt more able to liaise with lawyers and explain the economics and relevance of specific case material. And six months after I got back, I was promoted – it wasn’t all down to the Masters, but I think the confidence it gave me definitely helped.

Without doubt, studying abroad broadens your horizons, and I’m very grateful to RBB for the opportunity. One day I’d like to go back to Spain – perhaps to the RBB office in Madrid. It’s certainly an experience I’d like to build on.”

## Yan Yu Partner, Melbourne Office

“Following my international transfer from London to Melbourne, I’ve been helping RBB explore emerging markets in the Asia-Pacific region. In China, it’s all about developing the market for competition economists and establishing RBB’s reputation and prospects in the market. To be given the responsibility and trust to break new ground overseas, has been really challenging and exciting.”

Yan worked in the London office for several years before moving to Australia in 2008.

“Once I’d expressed a desire to move abroad, the firm was quick to approve my transfer, which is something that might not happen in a larger organisation. In fact, the move was seen as a great opportunity for RBB to tap into China and other Asian markets, and I was given the green light to help set up a new office in Melbourne.

The firm was hugely supportive during the transition, and we quickly recruited a local Partner and began to establish ourselves in the region. Of course, I continue to work closely with my colleagues in other offices around the world, following RBB’s integrated model whereby we all collaborate across projects and time zones.

Such a major relocation definitely has its challenges, but overall it has been a really valuable experience. The chance to gain exposure to new overseas clients, authorities and jurisdictions has been beneficial in terms of my professional development. I particularly like the scope and complexity of the work out here, and the idea that we’re expanding into new markets with long-term future potential is very satisfying indeed.”





## Laure Schulz Principal, Paris Office

“RBB has a really good reputation in France. I’d read many of their reports and interacted with their people and was impressed with what I’d seen. So, when a position came up with the firm, I jumped at it.”



Recruited from the French Competition Authority (FCA), Laure joined RBB in April 2016 to help set up and run the firm’s Paris office.

“Before joining RBB, I worked in competition economics for a Paris-based consultancy and then for the FCA. When I heard that RBB was opening an office in Paris, it seemed like the perfect opportunity for me – a chance to work on a wider variety of European cases and to import know-how from these cases to the analysis of French cases.

I’d had a lot of responsibility at the FCA handling cases and drafting reports published by the FCA or the OECD. I also used to work closely with lawyers. This experience has translated well to my role at RBB, helping me to explain, clearly and precisely, complex economic reasoning to non-economists.

Because RBB has always been well established in the French market, my role in Paris is not to build the firm’s reputation from scratch, but more to expand our contacts and capacity. The market is growing and we’re focused on building a team that can deliver successful outcomes across French and European caseloads. It’s a small, friendly, and vibrant office. I’m responsible for the day-to-day running of things and delivering for our clients, but I get a lot of support from other RBB offices, and plenty of guidance from the Partners in London and Brussels. It’s all very interconnected, so you never feel alone.”

## **Gunnar Klackenber** Associate, Stockholm Office

“Even as an intern, my natural curiosity about economics and management was encouraged. From day one, I was given individual responsibility and hands-on experience. This trust, and celebration of entrepreneurial spirit, is what really attracted me to join RBB permanently. Now, the breadth of cases allows me to explore how things work across a variety of different industries.”



Gunnar joined RBB Stockholm in 2018, following an earlier internship with the Brussels office.

“As part of my Masters at the Toulouse School of Economics, I applied for a four-month internship with RBB in Brussels. Straight away, I was made to feel like a proper part of the team, and learnt so much about the day-to-day practices. It gave me a big confidence boost and left me feeling like I had a head start into the world of work after university.

Perhaps the biggest surprise for me coming into the office, was the informality. I’d imagined a much more corporate environment. On my first day, I came in wearing a suit and tie and felt very overdressed! Everybody works incredibly hard, but are so friendly and supportive.

I knew from my internship experience that RBB was a place where I’d continue to develop as an economist – where I’d be able to get my teeth into an extraordinary breadth of cases for high profile clients, pursue my interests, and build my own career. When the opportunity came up close to home in Stockholm, I knew I had to take it.

There are of course cultural differences between offices, but RBB’s integrated model works brilliantly, and we all learn so much from sharing our varying perspectives and practices. The feeling of being in-touch with the rest of the world, is one of the greatest benefits of working here – as well as providing our clients access to a much wider pool of talent and knowledge.”

## Jack Thomas Associate, London Office

“As my first role, the early months here provided a steep learning curve – from the routine of working life, to interacting with clients, and really digging into data. There’s no such thing as a typical day, and the work can be fast paced and demanding, but the office has a great energy and I know that support is always there when I need it. I’ve gained so much knowledge just from observing my peers and enjoyed collaborating with colleagues across a number of RBB offices already.”



Jack joined the London office in September 2018, after graduating from the University of Cambridge with a Masters in Economics.

“While at school, I was lucky enough to do some work experience at the Bank of England. This sparked an interest in economics and I’ve pursued the subject ever since. My professors at Cambridge knew that I wanted to go into consulting, and suggested that RBB could be a great fit. The focus on competition economics really stood out for me, so I went ahead and sent in my CV.

The recruitment process had two stages. Firstly, an interview with a Senior Associate and Partner, accompanied by a written test, followed by a second round with two Partners. Everything was geared towards understanding my thinking and the approach I’d take to a case. I felt involved in discussion and conversation, rather than just being questioned, which really put me at ease and was a good reflection of the collaborative working culture.

Upon joining, the firm did everything they could to make my transition from study into working life as smooth as possible and the buddy system meant I always had a go-to person for all my questions. I received lots of practical training on things such as data and software, and I continue to enjoy seminars by Partners and external speakers on the different aspects of competition economics.”

## Jasmine Peng Associate, London Office

“After internships in asset management and economic consulting, I began to develop an interest in more niche areas – particularly competition economics and related subjects like microeconomics, industrial organisation and econometrics. Joining RBB has given me the opportunity to build on my knowledge of economic theory, giving it the real world context needed to solve real business problems.”



Jasmine joined the London office in October 2018, after graduating from the University of Cambridge with a Masters in Economics.

“During my Masters, I attended a presentation by RBB, introducing recent cases and giving background to the day-to-day working of the firm. Afterwards, I had the chance to chat with the presenters and, along with my classmates, engage in some lively debate and discussion. This experience was typical of the friendly and collaborative environment I’ve come to know since starting here – where any questions can be asked and my opinion is always welcomed.

Once I’d decided to apply for a role at RBB, the interview process was smooth and swift, and I also got a lot of help with my visa application. Before starting, I was invited to an informal lunch. Getting to know some of my colleagues in a more relaxed setting really helped my first day seem less daunting. The office is very sociable. Coming from China and settling into life in a new city, I really value the close connections with my colleagues.

I have had the opportunity to work on varied cases across a range of industries and senior team members are both trusting of my contribution and supportive when I need it. Working on a Chinese case, with a smaller team, has been a particularly rewarding challenge for me. I have been fully involved in all aspects of the project from data analysis, drafting, external communications, to the overall strategy – it’s exciting to see all the pieces coming together.”

## Michaela Wilson Associate, London Office

“Interviewing at RBB was the first time I’d met a female Partner at an economics firm. It was really refreshing. Overall, the gender split here is good compared to the industry standard and makes a real difference to the working culture.”

Michaela joined the London office in February 2019, after two years working with a smaller consultancy.

“I entered my previous role straight after graduating from Queen Mary, where I studied for a Masters in Law and Economics. It was this quite unique course, along with the buzz of London, which drew me here from my home in South Africa. Following a job offer just a few months into my course, I decided to stay.

My first role gave me a huge amount of practical experience, but I soon realised I wanted to work at a firm where I’d be exposed to higher profile clients and cases. Due to an interest in competition economics, RBB had long been on my radar – and I’d followed the work of its Partners, who are so well established and respected in this area. Sending in my CV felt like the obvious next step, and just over a month later, I started my role here.

So far, I’ve been involved across a wide spectrum of cases – from mergers, to cartels, and abuse of dominance. Working on large, high-profile mergers and learning about how these businesses operate has been a particular highlight, while smaller cases have given me the opportunity to take on more responsibility and push myself to realise what I’m capable of.

Truly one of the nicest things about working here is the generosity of my colleagues – with both their time and experience. Everyone, including the Partners, is always open to offer support and share their knowledge. Conversely, I feel part of the discussion around the strategic direction of cases and know that my own opinions and insights are always valid.”



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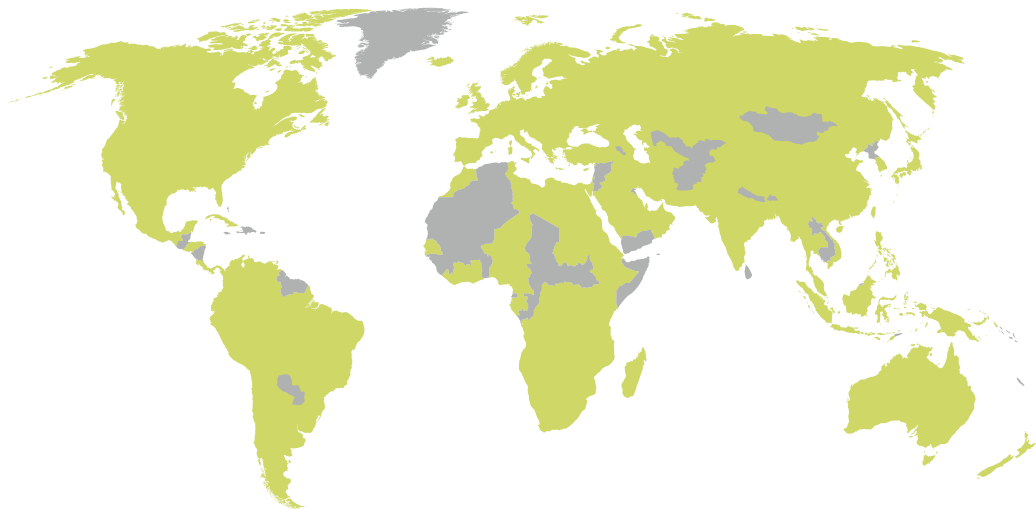
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# Operating seamlessly between territories.

■ RBB has experience in 112 jurisdictions.



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<http://www.rbbecon.com/working-at-rbb/>

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