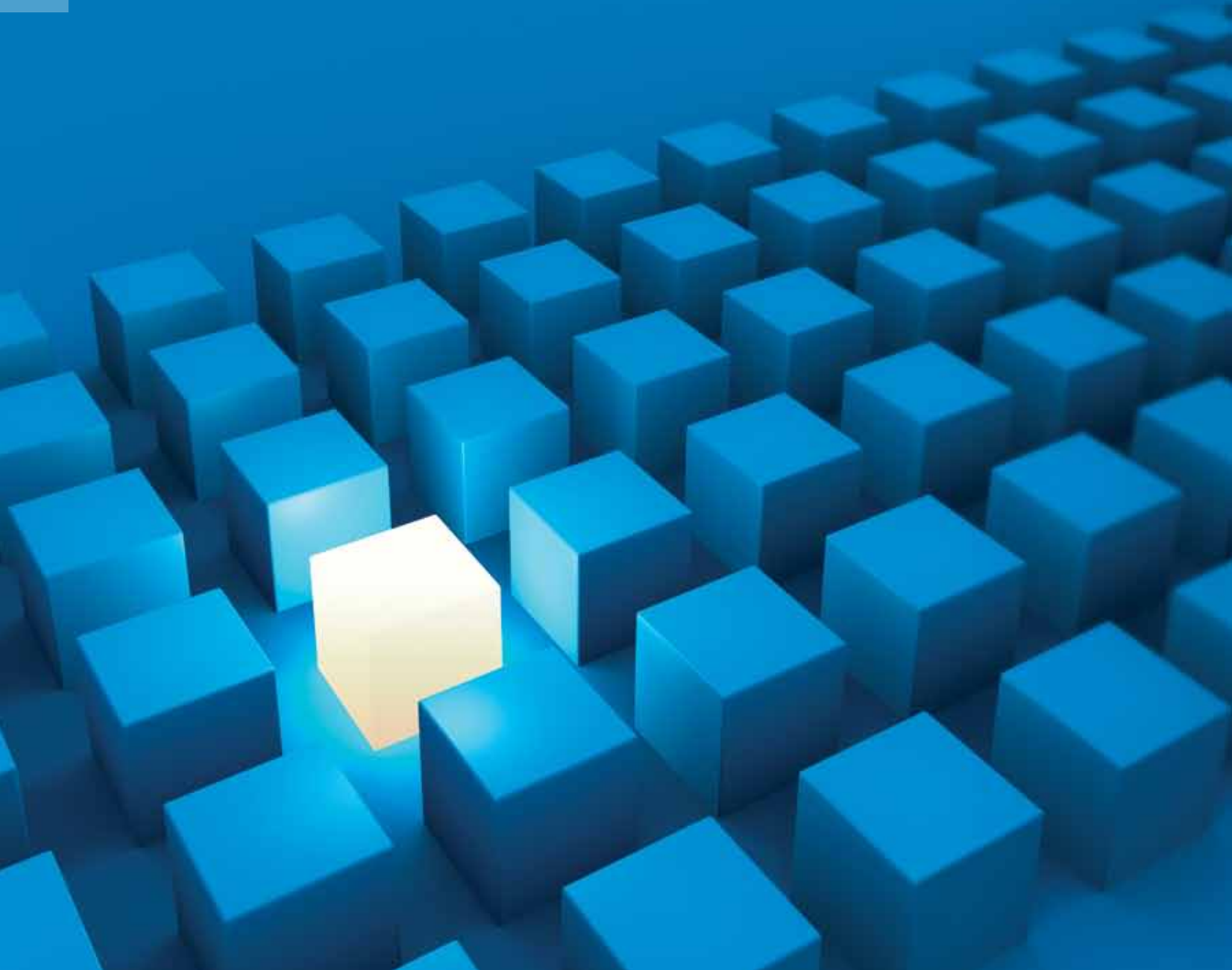
NERA
Economic Consulting

Careers
@ NERA Economic Consulting

Insight in Economics™

Economics At Work



Our economic advice shapes business, regulatory, and legal strategies around the world.

NERA has been applying economic principles on behalf of clients around the world for half a century, providing analysis, expert testimony, and regulatory insight in complex litigation, regulation, and business situations. Our reputation for innovation and insight rooted in fundamental economics has made NERA the firm of choice for clients seeking solutions to their most serious legal, regulatory, and market challenges.

Our goal is to identify and procure the most talented economists for our firm. We seek candidates with a first-rate academic record in economics or finance as well as related disciplines who are eager to take on many responsibilities and who are seeking rapid advancement and long-term career opportunities. Our recruiting process will help you gather the information you need to evaluate how NERA can offer you a career path that caters to your interests and strengths.

NERA will provide challenging opportunities and allow you to make significant contributions early in your career. Our consultants assist counsel, companies, and government entities by providing objective analysis, expert testimony, and related services. We help clients shape business strategies by anticipating the evolution of competition and regulation and measuring the impact of likely developments on the profitability of a company or on the economic evolution of a country.

NERA Economic Consulting is an international firm of economists who understand how markets work.

Our Services and Capabilities

We were alone in our field when NERA was founded in 1961. That field is more crowded today, but NERA remains in a class apart. Our team of experts offers an unmatched combination of economic credentials, industry expertise, and testifying experience. We bring together a thorough understanding of markets, a commitment to innovative application of economics, and a passion for finding the right answer.

With our broad range of practices and expertise, NERA provides you with the opportunity to focus on the areas that interest you most. Whether your passion lies in natural resource damage assessment, the protection of intellectual property rights, or navigating the credit crisis landscape, we encourage you to pursue a path that makes the most use of your talent and interests.

While economics is at our core, we employ a multidisciplinary approach that includes the use of statistics, econometrics, game theory, mathematics, and computer science to apply economics to challenging issues faced by our clients in a number of areas, including securities and finance, energy, transfer pricing, environment, antitrust, and intellectual property.

For a full list of our Practice Areas, please visit: **www.nera.com/practices**.

As a member of NERA's staff you will work with one of the largest in-house teams of experts in the economic consulting world.

Your career path at NERA will depend on your geographic area:

North America and Asia

SENIOR CAREER PATH	Consultant	Senior Consultant	Vice President	Senior Vice President
JUNIOR CAREER PATH	Research Associate	Associate Analyst	Analyst	Senior Analyst

Europe, Australia, and New Zealand

CAREER PATH	Research Officer	Analyst	Consultant	Senior Consultant	Associate Director	Director

Roles and Career Paths



NERA is a true meritocracy without artificial barriers to advancement and promotion. Your advancement is determined by the quality of your contributions to casework, client and project management, and NERA's intellectual capital. You are promoted to the next title when you consistently demonstrate the necessary skills.

Responsibilities at the junior level may include organizing, reviewing, and analyzing data or other relevant materials, proofreading and checking project documents, and performing statistical analyses. As you progress, we expect you to suggest creative ways to approach research and analysis, draft proposals and reports, assign work to and supervise others, think analytically and critically, and demonstrate excellent verbal, written, presentation, and organizational skills.

Those qualified must have a strong background in economics or finance as well as related disciplines. For all positions, solid computer skills are required, and statistical programming capabilities are preferred.

Qualifications at the senior level include performing statistical analyses; the ability to formulate creative research and problem-solving techniques; success in writing proposals, speeches, reports, and testimony; assigning work to and supervising others; interaction with clients; and preparing and delivering presentations. Other qualities considered are the ability to design, develop, and manage a project from inception to completion; deal effectively with clients; demonstrate a thorough knowledge of at least one or more of our consulting areas; obtain new business; contribute intellectually within a specific consulting area and to the firm overall; write and publish reports, chapters, and books; and participate in speaking engagements at professional conferences.

Application processes, degree qualifications, and current open positions may vary across different geographies. To find specific information about application processes and openings for each of our offices, please visit **www.nera.com/careers**.

How We Support Your Success

Professional Development

NERA offers consulting staff an intellectually challenging environment in which there are continuous learning opportunities. We also provide regular opportunities for feedback and assessments so that staff members can understand whether they are on track, or what skills they need to develop to continue to advance.

Collaborative Development Model

Our development model encourages employee development and career advancement through apprenticeship, skills-based training, development-based activities, and a formal review process.

Apprenticeship – NERA provides on-the-job learning based on observation and hands-on practice to help build new skills and strengthen existing ones. Apprenticeship opportunities allow our consultants to take on increasing project responsibility as you are ready and as opportunities arise, allowing real-time feedback from colleagues.

Core Training – Within the first year of hire, new staff are invited to New Hire Orientation, Practice Area Training, and Quality Management Training.

Skill-Building – Training for targeted skills is offered on a continual basis including workshops facilitated by in-house and industry experts, an e-learning curriculum, online tutorials, videos, and book collection, a tuition program, and a global seminar series featuring NERA experts.

Development-based Activities – Staff are offered opportunities to engage in development activities such as: contributing to NERA training programs, assisting with NERA recruiting, and being an advisor to more junior staff.

Performance Management

Review Process

Each year our staff members identify career development goals through discussions with their project directors at an annual performance review meeting. These goals focus on activities agreed upon by the individual and his/her project director as appropriate for enhancing the individual's professional skills and development. A follow-up meeting is offered mid-year at which the project director and employee discuss progress toward these career goals. Staff members are encouraged to fill out a record of accomplishments that identifies each assignment an employee has worked on throughout the year. In addition, project directors review group members individually and submit performance evaluation forms at least once a year.

We recognize the importance of investing time and resources in developing the knowledge and tools of our people in order to deliver quality consulting services.

About NERA

NERA Economic Consulting (**www.nera.com**) is a global firm of experts dedicated to applying economic, finance, and quantitative principles to complex business and legal challenges. For half a century, NERA's economists have been creating strategies, studies, reports, expert testimony, and policy recommendations for government authorities and the world's leading law firms and corporations. We bring academic rigor, objectivity, and real world industry experience to bear on issues arising from competition, regulation, public policy, strategy, finance, and litigation.

NERA's clients value our ability to apply and communicate state-of-the-art approaches clearly and convincingly, our commitment to deliver unbiased findings, and our reputation for quality and independence. Our clients rely on the integrity and skills of our unparalleled team of economists and other experts backed by the resources and reliability of one of the world's largest economic consultancies. With its main office in New York City, NERA serves clients from more than 25 offices across North America, Europe, and Asia Pacific.

Getting Started

NERA's rigorous application and interview process ensures that we identify and procure the most talented candidates for our firm. Our process will help you gather the information you need to evaluate how NERA can offer you career opportunities catering to your interests and strengths. Application processes, qualifications, and open positions vary by geography. For specific information about open positions in each office, please visit **www.nera.com/careers**.

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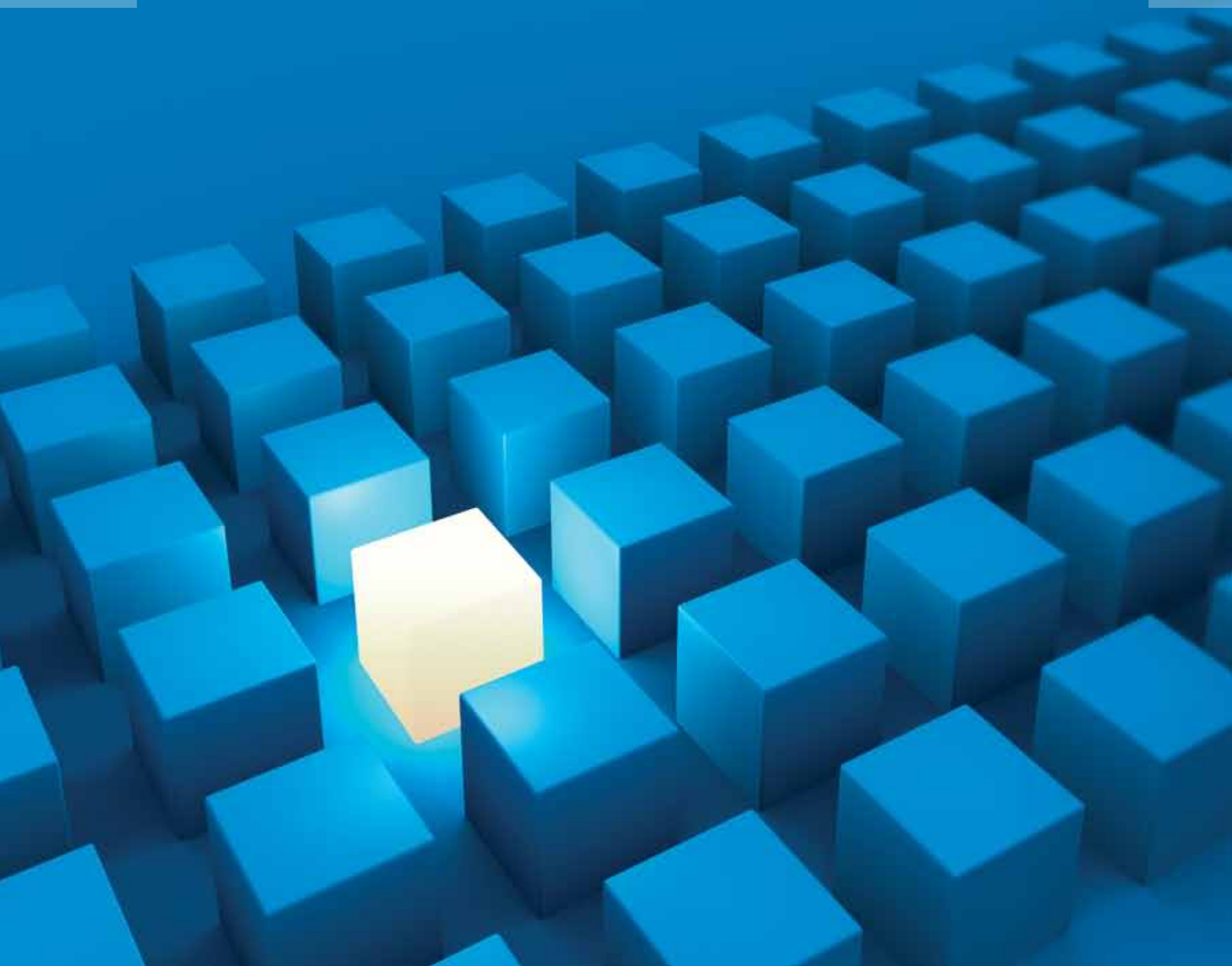

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Visit **www.nera.com** to learn more about our practice areas and global offices.