

Blue Matter

2020 TOP 50 CONSULTING FIRM



#30 VAULT CONSULTING 50

BOUTIQUE

#7 Boutique Consulting Firm

QUALITY OF LIFE

#4 Overall Diversity

#4 Firm Culture

#6 Work/Life Balance

#9 Travel Requirements

#15 Interaction with Clients

#15 International Opportunities

#16 Firm Leadership

#18 Internal Mobility

#18 Promotion Policies

#18 Satisfaction

#20 Relationships with Supervisors

#21 Overall Business Outlook

#22 Innovation

#24 Compensation

#25 Hours in the Office

FIRM INFO

CONTACT INFO

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LOCATIONS

San Francisco • New York •
London • Berlin • Zurich

PRACTICE AREAS

Oncology Commercial Strategy
• Rare Diseases Commercial
Strategy

THE STATS

Employer Type: Private

Managing Partner:

Ashwin Dandekar

2019 Employees: 90

EMPLOYMENT CONTACT

bluematterconsulting.com/careers

THE SCOOP

Founded in 2012, Blue Matter is a specialized management consulting firm serving the life sciences industry. The firm maintains offices across the United States and Europe.

Blue Matter works to help pharmaceutical and biotechnology companies “maximize value at the product, portfolio, and company levels.” The firm’s services can be grouped into the following categories: New Product Planning, Launch Strategy and Management, Commercial Strategy for In-Line Products, and Organizational Design and Development.

While most of Blue Matter’s work involves pre-launch and launch products, the firm does not exclusively focus there. It works across a range of therapeutic areas, but has developed specialized capabilities in oncology and rare diseases.

VAULT’S VERDICT

Blue Matter is a fast-growing life sciences firm that brings value to every client engagement by combining a deep knowledge of the life sciences industry with a laser-sharp focus on strategy. New to our rankings this year, Blue Matter is already a standout with respect to the glowing terms that employees use when discussing the firm’s overall business outlook. Employee morale is extremely high; a strong pipeline of exciting clients, coupled with new capabilities in emerging technologies bring a level of excitement that seems to be felt throughout the whole firm.

At the heart of that excitement, though, is a genuine enthusiasm for the people driving this growth. Blue Matter puts its people first, and employee happiness is a key factor in leadership’s assessment of success. The sentiment that Blue Matter is a firm “where people matter, and where the work matters” was echoed throughout the responses to our survey. It seems to be a firm where everyone feels like they are a family, developing close bonds with colleagues and supporting one another professionally as well as personally. Indeed, for many people who work there, the firm’s culture is the true differentiating factor.

If you’re looking for exciting opportunities that will challenge you within the life sciences industry, while also feeling like a valued part of a close-knit and devoted team, few places are a better match than Blue Matter.

OUR SURVEY SAYS

Firm Culture

- “The firm is truly focused on having each person find meaningful work and happiness”
- “Doing exceptional life sciences work while enjoying time with amazing people.”



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- “If you are looking for challenging, exciting and meaningful work, this is the place for you. We are working on strategies for the most cutting edge scientific companies in the world. And the culture and perks are amazing. You will fall in love with our culture instantly.”
- “If you want to come to a place where everyone, including leadership, takes care of one another, and you want to work on innovative solutions to challenging problems, come to Blue Matter.”
- “A lot of firms say this, but honestly, in all the firms I've worked for, I have never had this much fun at work. We work hard and do amazing work, but I genuinely enjoy being in the office. Everyone is so collaborative and the leadership is extremely available. I can walk into the founders' offices at any time and ask questions or chat with them. I don't think I will ever find a culture like this anywhere else.”

Quality of Life

- “As a firm, the focus on maintaining a good work/life balance is one of the top priorities. They want to ensure that everyone working here is happy, not too stressed from working, and able to pursue things outside of the office. The staffing model is well maintained to ensure that no one person is overworked, and pinch-hitting is often encouraged to balance the load.”
- “Generally, quality of life is very good. Working hours are flexible, and the team steps up to cover if there is an emergency. There are some stretches of extended work (50+ hours per week), but not very often, and everyone helps one another.”
- “My firm's quality of life is excellent. My colleagues are wonderful, collegial, very supportive and in general eager to help each other. Travel requirements are very manageable, and requests for time off are generally honored.”
- “Management consulting comes with long hours, which is just the nature of this business. That said, I think Blue Matters makes it better in every aspect and they really walk the walk when it comes to doing their best to promote a healthy work-life balance for the team, regardless of position.”

Career Development

- “Promotions are merit-based; as soon as you are ready to be promoted, you will be. Reviews and raises happen every six months. [There is a] robust, relevant training program (very impressive training for a boutique consulting firm). I honestly cannot think of any downsides in terms of career development—there are so many opportunities at the company as our business grows within and across geographies, and the firm really does prioritize people and career development.”
- “The promotion/feedback cycle has been very helpful. I get regular (e.g. weekly) informal feedback on my performance as well as a more formal performance review every six months. The feedback I have received has been informative and actionable, and has helped accelerate my professional growth.”
- “Career development opportunities are great. Progress and quality [are] formally reviewed every six months, there are stipends and incentives for individual personal and professional development, and the partners are open to discussing individual needs or asks.”

Compensation

- “Strong compensation packages at all levels compared to competitor firms.”

- “Medical/vision/dental plans are all covered, which is phenomenal, but they are not the most comprehensive...Otherwise, the base salary is competitive, I know women are paid/promoted as fast as men, and the educational/wellness benefit means that they're putting their money where their mouth is [regarding] work/life balance.”
- “Best: compensation is very fair! Worst: as a smaller firm, [there are] fewer perks potentially, but they still offer many.”

Outlook

- “Employee morale and sense of belonging [are] very high. Every individual employee is empowered to do their best. Everyone takes pride in the work we do to represent our firm. Our portfolio of clients has increasingly diversified and we have a healthy pipeline of upcoming projects. We have published some white papers and are very well-respected by our clients as a thought partner...”
- “I believe that our pipeline is strong, especially as we branch out into new areas of the industry and sell new types of projects. We have a lot of repeat customers and continuing projects. Our leadership is great at fostering relationships with clients, and when clients move between jobs, they often will work with Blue Matter after their move as well.”
- “The small size allows us to be nimble. The drive and passion exhibited by leadership create an environment that promotes innovation and sensible risk-taking. Our human resources are building in the diversity of offerings, and we are investing in growing areas of focus for the industry e.g., precision medicine.”
- “I'm very excited and optimistic that this firm will continue to grow.”
- “Our outlook is exceptional with no real downside. I work for Blue Matter internally, but I also do client-facing work for the affiliated Salience Learning. Both companies serve a very specific niche in the pharmaceutical and biotech industries with continued needs and growth. The company is also entrepreneurial and flexible in seeking new opportunities that align with the firms' points of view and expertise.”

Hiring Process

- “From what I know about the process, including my own, it is quite rigorous, using recruiters, phone screens, and several interviews. They are very selective, which I believe has contributed to its rapid growth and success.”
- “Initially one to two phone screens. The final in-person interview day includes one case with a presentation, several fit or small-case one-on-one interviews, and one group presentation at the end of the day.”
- “The interview process has democratic elements, which is very rare. Every member of the office can participate in the interview process in one form or another and their opinions are taken into consideration.”

Interview Questions

- “During the interview process, we hold a group interview and ask a candidate to present for 10-15 minutes on a topic they are passionate about.”
- “Standard strategy case study specific to the life science industry.”
- “We ask why candidates selected our firm specifically. We built our cases based on real projects, so that they give a sense of what it's like to really work there.”
- “We provide very specific life sciences strategy case interview questions.”