

SEPTEMBER 2022

Application Guide

FreshSight 

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About FreshSight

FreshSight is a student-led social enterprise consultancy with the mission to empower students to provide socially conscious organisations with practical, sustainable and innovative business solutions.

FreshSight was founded in 2007 at the University of Edinburgh, and became incorporated as FreshSight Ltd. in 2013. Since then, we have worked with over one hundred clients and hundreds of students with the aim of creating positive social impact in our local and global communities. We work tirelessly with both small and large socially conscious organisations in the private, public and third sector. Some of our previous clients include Social Bite, British Heart Foundation, Hey Girls, NHS Lothian, The Yard, Wild & Kind and Wee Seeds.



To empower students to provide socially conscious organisations with practical, sustainable and innovative business solutions.



Our Goals & Values

FreshSight has three key goals:

- To create social impact by recommending to our clients creative, innovative, and actionable business solutions.
- To provide students with access to the third sector and the opportunity to work on a hands-on project with a real client.
- To equip students with the skills to further their personal and professional lives.

Underpinning these goals are our values:

- Social Consciousness
- Innovation

- Professionalism
- Community

Our Values

Social Consciousness

Social consciousness is at the forefront of our operations. We are driven to creating positive change in our community and are committed to having a transparent and sustainable supply chain wherever possible.

Innovation

Creative problem-solving is at the heart of what we do. We believe uniting people with different experiences allows all of us to see things from a different perspective, and make better, more well-informed choices.

Professionalism

We pride ourselves on the high quality of our research and our recommendations. We may have an optimistic and fun company culture, but we still expect the highest standard of professionalism when working with clients and other key stakeholders.

Community

FreshSight brings together people from all walks of life. Fostering a diverse and warm environment is key when building our consultant cohort, and we believe this is one of the key drivers of our success.

About the Role

We recruit consultants at the beginning of each semester. Successful applicants will participate in our nine-week training programme, while working in a team of 6 consultants on a project. Each project is for a real client, and consists of conducting research and analysis into the areas outlined in the project brief. At the end of the project cycle, the teams deliver their recommendations to the client in the form of a written deliverable.

As a FreshSight consultant, you will receive extensive support to help you develop the personal and professional skills necessary to undertake your project. The typical time commitment is from 4-10 hours a week, including weekly cohort training and team meetings.

- Training: consultants commit to attending weekly 2h cohort training sessions throughout the project cycle, focussing on project-relevant hard and soft skills.
- MGMT Mentor: each team will be assigned a Management Team mentor, who will offer guidance and provide support to you throughout the project.
- External Business Experts: teams will have the opportunity to discuss their projects with industry experts and gain feedback and advice.

Project Cycle



Week 0: Introduction

Consultants are put into their teams and given their project brief. The teams meet their client for the first time to discuss the structure of the project.

Week 3: Think Tank

The teams present their initial findings to business experts at our Think Tank event. At this stage, they receive feedback on their first steps.

Week 7: Panel Presentation

After spending the previous weeks finalising research and recommendations, the teams present their projects to expert panellists who provide feedback on finishing the project and tying up any loose ends.

Week 9: Final Client Meeting

The teams have finalised their recommendations and summarised the project into the final deliverable. They meet with their client to present the project in its entirety.

What We Look For

We don't require any specific experience or background to join FreshSight. We prioritise hiring students based on their skills, personality traits, and the perspective they can bring to a team. If you have a particular hobby you're passionate about, let that shine through in your application! We want to hear about what makes you unique, and your application form is the first place you get to do that.

Another important aspect is showing your enthusiasm for the third sector - make sure you're able to articulate what it is, and learn a little bit about the key issues faced by the third sector in Scotland. It's an important part of our work, and we like our consultants to show they can take the initiative.

We allocate consultants to teams based on project preferences, relevant skills, and how well their profile complements those of the other people on the team. Each project demands different skillsets and personality types, so we guarantee you'll be working with people who are like-minded, but come from a range of different year groups, academic fields, and personal backgrounds.

Overall, we're looking for someone who is ambitious, empathetic, and passionate about making positive social impact.

The Recruitment Process

Application

The first step of the process is completing our online application. You will be asked to write 150-200 word answers to a range questions about your experiences, your interests and a few questions about FreshSight and what we do. Take your time, use the full word count, and contact us at info@freshsight.com if you have any questions.

Keep an eye on our social channels and website for information about application dates and recruitment events we're running.

Application

If your application is successful you will be invited to an interview which consists of a group case study, and an individual interview with two members of the management team.

Got Questions?

We have several events during our recruitment period, where you have the opportunity to ask members from the management team any questions you have about FreshSight and the application process.

Alternatively, you can email us at info@freshsight.com or send a message to us on one of our social channels.



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