



# Working at Vintura

**Transforming healthcare together**

**ARE YOU READY  
TO CREATE  
MEANINGFUL IMPACT?**

# TRANSFORMING HEALTHCARE TOGETHER

There's nothing quite like a career in consultancy: a field which combines research, analysis, a methodical approach, finding correlations, and solving dilemmas. We are a purpose-driven company. Together, we want to transform healthcare and make it better. The issues we work on are complex given they affect large segments of the population and are related to health and healthcare. Our main role is in problem solving, helping to turn complex issues into impactful, actionable solutions for the success of our clients.

Our motto is: 'Transforming healthcare together'. The healthcare sector is an exciting and dynamic field in which much can be achieved. It is also a complex field, which is why we set such high standards for our consultants.

Since consultancy requires strong people skills, we would like to introduce you in this magazine to the people of Vintura and the challenging projects they take on for our clients operating in the healthcare ecosystem.

If all this sounds appealing to you, I would like to invite you to come over to one of our offices for a chat any time!

Bas Amesz  
Managing Partner



**WHY WE DO WHAT WE DO**

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# WHY WE DO WHAT WE DO

**Vintura is an international team of over 40 passionate consultants with a common ambition: Transforming healthcare together, making it more accessible and beneficial for all.**

We envision a world where people live long and healthy lives. With efficient and sustainable healthcare where all players collaborate to improve the system. Where scientific progress and new technologies make this happen. And where today's and tomorrow's healthcare leaders align society's interests with their organisations' success.

## **Let's debug the system**

Unfortunately, our healthcare system is under pressure, and players must be better aligned. There's a need for transformation. This can only be achieved when all players are acting together, from life sciences companies to policymakers and hospitals to insurers and patients. So that each healthcare player contributes to the best value-based care for every patient, regardless of social status, wealth or health.

**Connecting and improving** The Vintura approach is based on combining our know-how and experience with that of our clients: a process we refer to as 'connecting and improving'. This strategy delivers added value for all parties involved: our clients and we learn valuable lessons, and the solutions generated through co-creation are both widely supported and sustainable.

**Complex game** We have over two decades of experience in all areas of the healthcare sector. We are familiar with the major challenges and struggles faced by academic medical centres, other hospitals, governments and health insurers. We support leading international pharmaceutical companies, biotechnology companies and suppliers of medical tools and devices by providing strategic advice and improving organisational efficiency. The work we do as consultants is challenging and has a real impact. We are ambitious in what we do. We go for innovative concepts and clever solutions. We work with attention to detail with high esthetical and ethical standards. We deliver as a team and promote a 'stop proving, start improving' mindset.

## **VBHC focus**

Vintura supports hospitals, health insurers and pharmaceutical companies across Europe in optimizing the healthcare they provide to patients. Our approach is based on the Value-Based Healthcare (VBHC) concept: a framework for restructuring healthcare systems with the overarching goal of value for patients – a value which must be improved on an ongoing basis. VBHC puts into practice our mission of 'Creating meaningful impact in healthcare together'. We are deeply committed to promoting VBHC and to implementing it industrywide.

# HOW WE DO IT

## OUR VALUES

We see our purpose, our vision and our mission as our destination. Our values guide how we get there.

We all have personal values to live by. As a company, we have six values that keep us en route to our destination.

**WE STRIVE FOR EXCELLENCE**  
NO COMPROMISES

**WE ARE FACT-BASED AND DATA-DRIVEN**  
NO BLAH-BLAH

**WE ARE FAIR AND STRAIGHTFORWARD**  
NO SUGAR COATING

**WE THRIVE ON CONNECTION**  
NO EGO PLAY

**WE VALUE DIFFERENCES AND RESPECT ALL**  
NO EXCLUSION

**WE HAVE FUN WORKING TOGETHER**  
NO SOLO SHOW

# WHO WE ARE



# MAKING AN IMPACT: EMPOWERING CAREERS AT VINTURA

Picture a career where your passion for strategy consulting and healthcare meets your desire to create a meaningful impact. At Vintura, we believe that better people make better consultants. We value your unique background and experiences, recognizing that they can drive innovation and transform the industry.

In the following interview and example impact cases, we explore the journey of our consultants, showcasing the opportunities, projects and growth that could await you at Vintura.



**Natalia Eitel**  
PRINCIPAL CONSULTANT

‘If you’re looking for  
a consultancy  
firm where you can use  
both your head and your  
heart, there’s no better fit  
than Vintura’

The way Vintura recruits is really different. I got two full days to meet the team, to get to know each other and find out if our values and mission are similar. There is an openness that allows you to be your true self, which is very important to me. Be brave, don't be afraid to ask questions or make mistakes. Vintura looks beyond your skills and experience. They are interested in who you are, as a person.

### TRUE CHANGES

Here I can accomplish true changes in healthcare. That's why I chose Vintura out of five offers and decided to move to another country again.

The Netherlands is my fourth home country, but the first whose language I don't speak. I am still learning!

### THAT'S HOW WE GROW

The whole team is very welcoming. It's a fun environment to work in. We make jokes, have time for each other and receive feedback on the spot, at a daily basis. They encourage us to ask questions, to be ourselves and not to underestimate ourselves. That's how we grow, that's the way to learn and improve on a professional and personal level.

A healthy work-life balance is truly important to Vintura and working hours are flexible. I am a morning person and prefer to start early. So I can leave early as well, I'm at home before 18h.00. That way it's easier to get to know my neighbors, meet new people in daily life and make new friends.

## A CITY THAT MAKES YOU FEEL ALIVE

Amsterdam is a very international city, I really feel at home already. Everybody speaks English and it is super green with all those trees in the streets. I love the architecture and the canals. It's a city that makes you feel alive. A few months after I moved to the Jordaan, my parents came to visit and my mom prepared a Brazilian diner for my colleagues and me. We often organize things together too.

## GET PEOPLE ENGAGED TO CHANGE

I'm dedicated to get people engaged to change. The project I work on is about how to talk about the value of a medicine, understanding the benefits for the patient and develop a more value-based, global vision. There's more to it than the price and data. To see how they accept and appreciate your ideas makes me happy.'

'There is an openness  
that allows you  
to be your true self'

## NATALIA BARBOSA EITEL

- Is a bioprocess engineer and holds a MSc. in chemical and biochemical process technologies
- Born and raised in Rio de Janeiro (Brazil), as a daughter of a German dad and Brazilian mom
- Natalia loves to travel and visited almost 30 countries
- Food is also one of her personal drivers

## WHY VINTURA?

‘Having an impact on our society as a whole, meeting the needs of all the stakeholders and making a difference. That’s important to me. My drive and values turned out to match perfectly with Vintura.’

‘Here I can  
accomplish true changes  
in healthcare’



# HELPING MEDICAL AFFAIRS MAKING THE SHIFT TOWARDS VALUE-BASED DISCUSSIONS

**One of Natalia's projects: Medical Affairs Transformation in a highly innovative, groundbreaking therapy in a major therapeutic area; focusing on patient outcomes, a correct patient pathway and health-economic data instead of focusing on science alone.**

Medical Affairs of a global biopharmaceutical company experienced difficulties dealing with questions about the price of a drug in Europe. How to explain the value? How to have more value-based discussions with stakeholders? The client identified the need to integrate value into discussions with external stakeholders.

They came to us, because we have the know-how to talk about value in healthcare with a different mindset. The goal was to transform these discussions from purely science-based to value-based, with a focus on improved patient outcomes and a correct patient pathway, addressing value in every step.”

## WE BUILT A REAL RELATIONSHIP. AND A STRONG ONE.

We work together with the client, leveraging their related ongoing internal initiatives and programs. We are always in contact with the client and have regular F2F meetings to exchange knowledge. A distinctive approach: Vintura regards the client as the expert, we always work together to find the best solutions. That way, we build a real relationship. And a strong one. We just finished the first phase of

co-creating the main deliverables necessary to develop a value message that focuses on patient outcomes and includes health-economic data. Workshops with European affiliates, in collaboration with Prof. Lieven Annemans\* enable the client to make the transformation.

It's satisfying to see they start making a shift: Medical Affairs being able to have more value-based discussions; working cross-functionally to be more effective in exchanging knowledge. Now, we start the implementation of the updated value message, which includes a more punctual collaboration between the European affiliates.”

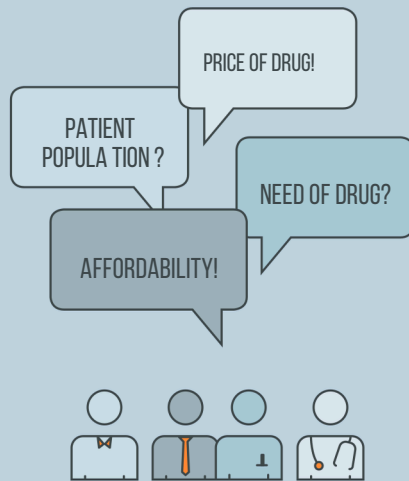
At the end, we will be able to make Medical Science Liaisons (MSLs) feel more comfortable in doing their jobs, they will be able to discuss topics beyond science and help specialists decide on the correct treatment for their patients. And the highest impact is for the patient: respecting the correct pathway will avoid more severe and costly events!

\*) Lieven Annemans is professor in health economics at the Ghent University and expert on health economics at Vintura.

# HELPING MEDICAL AFFAIRS

TOGETHER WITH THE CLIENT MAKING A DIFFERENCE INTO PATIENTS LIVES

## THE PROBLEM



MSLs were facing objections from stakeholders that they couldn't handle.

## THE SOLUTION



Shift the conversation from purely medical-science based to value-based.

## THE IMPACT

- 1 Correct patient pathway is respected.
- 2 Patients are treated according to the latest scientific evidence.
- 3 Avoidance of more costly and severe events.

# IMPROVING COLLABORATION BETWEEN A PHARMACEUTICAL COMPANY AND HOSPITALS

**We helped our client (a pharmaceutical company operating at the Benelux level) to develop a clear vision and structure, so that the company would be in an even better position to organise optimal healthcare for patients, together with hospitals.**

‘The changing healthcare market requires different interactions between the pharmaceutical industry and hospitals. In recent years, our client has already been collaborating with hospitals in new and valuable ways, but there was still room for improvement. Vintura’s most important assignment was to create more vision and structure. In retrospect, this project was an intensive process in which we guided the client through the different phases: the design phase (in which we set out the framework), the elaboration of all the details, the communication about the change, and finally, the implementation. Our recommendations were actually put into practice, and I was there from start to finish.’

## ALL OF OUR CONSULTANCY SKILLS

‘This project called on all of our consultancy skills: strategic thinking, analysis and structuring of information, supervising the rational and emotional aspects of change, and managing a substantial project. We were able to translate the input gathered from different perspectives into a clear, concrete proposal. We also brought the leadership team closer together and facilitated their discussions.

Finally, we helped the team to communicate the ‘change message’ to the rest of the organisation.’

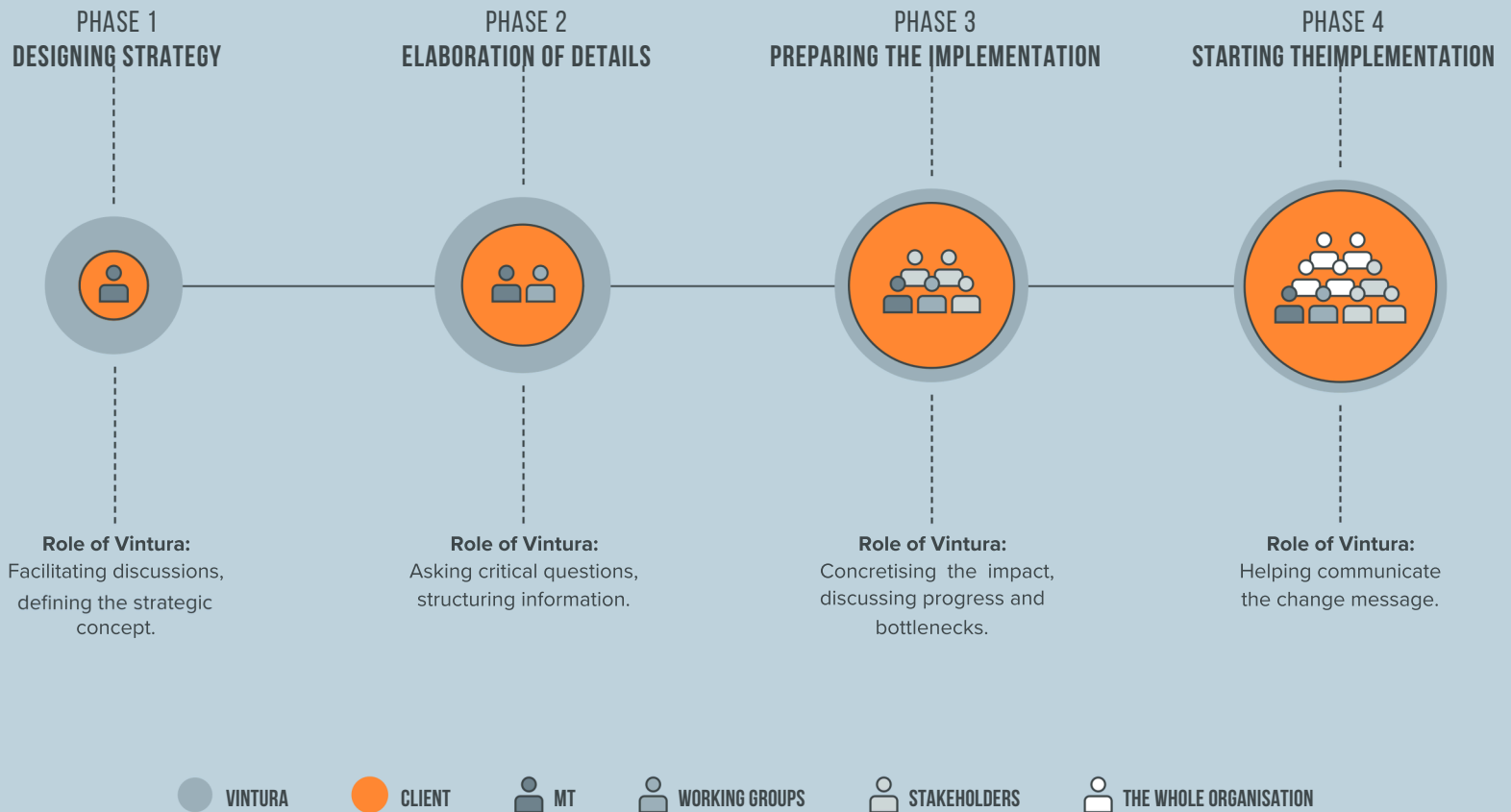
## INTENSIVE JOURNEY

‘Vintura was close to the client throughout the entire process. By this, I mean that we devised the solution together with the client, based on a series of work sessions and almost daily personal contact. Because we’ve known this client for years, we know how best to challenge them. This approach ensured supported solutions. It didn’t feel to me like making a recommendation for the client; rather, it felt as if we’d experienced an intensive journey together in order to bring about sustainable change.’

‘The impact for the client of our recommendation is greater focus and clarity for the organisation. For example, employees know now better what their roles and responsibilities are. This means they’re more capable of working together with hospitals as a single team, with the ultimate aim of delivering the right healthcare to the right place.’

# JOURNEY TO A STRONGER ORGANISATION

## HOW CAN WE DEVELOP A CLEAR VISION AND STRUCTURE TO CREATE MORE IMPACT?





**Silvia Rohr**  
MANAGER

‘I get to pursue my passion for research and learning, while bridging different worlds.’

According to some, Silvia Rohr was living the life. Boasting a strong academic background, she found herself at one of the world’s most prestigious consulting firms. Yet, it didn’t work for her. At Vintura, she found what she was looking for: a healthy work-life balance and projects that have a meaningful impact on the world. ‘Some people are jackhammers: they focus intensely on one thing, diving in deeply and tuning out any other pursuit. Others are like hummingbirds: flitting from flower to flower, letting curiosity lead them from one interest to another and making the world a better place by ‘cross-pollinating’ the various areas they touch. A year before finishing my PhD, I remember going for a run and asking myself: “what is it that you really want to do?”

A hummingbird by nature, strategic consulting allows me to be close to innovations and research, while conveying academic knowledge to the world. It’s one thing to be bright, it’s another to bring it on the road.’

## TASTING BIG COMPANY CULTURE

‘A little over a year after I joined, the small consultancy company I was working at got sold to EY. As a team, we were suddenly moved to one of the biggest firms around. Quite a change. I felt torn: I got exposed to a myriad of different topics and consultancy styles, which I liked, but the culture within this big company just wasn’t for me. After the team broke apart, I left EY and joined BCG.

I loved that the people there were very bright and happy, and that the way of working was very agile, but the job came with a horrible commute. I found myself either working or on my way to work. There was no time for anything else.'

## GET PEOPLE ENGAGED TO CHANGE

'After tasting big company culture, I was looking to join a boutique consultancy firm again. Why Vintura? At these big firms, I got to fill my toolbox and grow as a consultant. Yet, in my experience, people that work at a smaller firm are generally sincerer and more passionate about what they do. As I wasn't keen on moving to the Netherlands, it helped that I already knew someone at Vintura: Natalia, one of my colleagues at my first team. Her enthusiasm enticed me to seriously consider the opportunity. So, when I found out Vintura was looking to open an office in Munich, I was all ears. Especially when I learned Vintura practices 'naked consulting, as described by Patrick Lencioni in his book Getting Naked. I wanted to do that!'

## NAKED CONSULTING

'Vintura holds a strong vision on healthcare and life sciences, firmly rooted in academics and our experience in stakeholder management.

As 'naked consultants', we are unafraid to take a stance and to confront clients with difficult information and perspectives, even if they might not like hearing it. We also admit our weaknesses and celebrate our mistakes. It works: when we dare to be vulnerable with the people we work with on a daily basis, we build stronger relationships, demonstrate our trust in them and inspire them to improve by being vulnerable themselves. Because of this openness, I feel I don't have to wear my shield of protection anymore; I can just be myself.'

## A HEALTHY WORK-LIFE BALANCE

'At Vintura, I get to pursue my passion for research and learning, while bridging different worlds. Surrounded by bright minds, I get to use all the skills I developed at big companies and apply them in a way that suits me as a person. Don't get me wrong: I still enjoy putting in the hours. But a lot has changed, since I joined Vintura two years ago. Generally, I'm much happier: I have been in a relationship for two years. I have time to enjoy a cup of tea at my balcony every morning, when I work from home. And my work is no longer meant to help someone else look good; it's actually making true changes in people's lives.'

## SILVIA ROHR

- Is a physicist and holds a PhD in Molecular Biology.
- Silvia finds inspiration in TED talks and books.
- She likes Elizabeth Gilbert and Brené Brown
- Lives in Munich
- As a side project, Silvia co-founded a start-up in MedTech
- Running is Silvia's favorite way to unwind

## WHY VINTURA?

'It's aboutique firm, which is a big plus for me. I work with sincere, passionate people that are great at what they do. And Vintura values a healthy work-life balance. That's important to me.'

'At a large consultancy firm, I got to fill my toolbox and grow as a consultant. Here, I get to apply them in a way that suits me.'



# BRINGING CANCER CARE CLOSER TO PATIENTS

**During the COVID-19 pandemic, a global bio-pharmaceutical organization was looking to leverage a new formulation of their hospital product, so cancer patients would be able to receive treatment outside of the hospital. Vintura was called in for assistance. A great opportunity for the team to make a difference in the world.**

For cancer patients, being able to get the right treatment is incredibly important. For some, it's about a better quality of life. For others, it's a matter of life and death. However, due to COVID-19, patients feel less comfortable to visit a hospital for their treatment. By making a new version of their treatment available outside of the hospital, our client wanted to bring their cancer care closer to patients across the entire EMEA region. Against the backdrop of big differences between healthcare systems, the need for sustainable solutions and a lack of experience on the topic in the company, a generic framework that could be adjusted to the specific context needed to be developed as quickly as possible. Vintura was asked to do exactly that.

## A FRAMEWORK FOR ALL EMEA COUNTRIES

As Vintura excels in both stakeholder management and in developing concepts for complex problems, this project allowed us to work in our sweet spot. From the very beginning, we ensured company stakeholders as well as health care professionals and patients had a seat at the table - a challenge in itself. In co-creation with a cross-functional core team, we developed a framework, including perspectives from commercial, medical, market access, business insights, and patient solutions. We conceptualized the discussion on care delivery contexts and models.

We structured the development of the ambition for sustainable solutions. And we made sure to include input and feedback provided by subject matter experts, country company members, doctors, nurses, pharmacists and patients. As a result, within three months we were able to develop a flexible, yet concrete framework allowing all EMEA countries to develop sustainable solutions tailored to their needs.

## TAILOR-MADE SOLUTIONS ENSURING CANCER PATIENTS TREATMENT

Based on Vintura's framework, within four months eight countries had started pilots to bring cancer care closer to patients. Another seven are about to. As we intended, the framework offers countries a strong foundation for sustainable solutions, as well as the flexibility to come up with something that fits their unique context like a glove. Some solutions take a classical approach: setting up temporary patient support programs and facilitating transferring patients back to hospitals after the pandemic, for example. Other solutions take a more structural approach, such as collaboration between hospitals and care facilities in the region. Currently, all the company's EMEA offices are engaged in innovating cancer care beyond COVID-19. As a next step, our client will develop digital solutions for treating cancer patients outside of a hospital to support the initiative even further.



**Wouter van Straaten**  
SENIOR CONSULTANT

## “Building a Better Healthcare Future, Beyond Profits”

I may be Dutch by name, but my journey started in Dubai. However, Haarlem has been my home since the age of 12, making me a true “Haarlemmer” at heart. Sports have always been my passion. Whether I’m on the football field or pushing myself at the gym, my love for fitness has been ingrained since childhood. Pursuing this passion, I delved into sports management and entrepreneurship during my academic years. But something shifted within me—my fascination with the healthcare sector took hold. At the age of 25, the dream of becoming a doctor seemed distant, as it would require me to invest another decade in studying. Instead, I chose a different path, enrolling at the Vrije Universiteit of Amsterdam to study Health Sciences.

I further specialized with a master’s degree in Healthcare Policy. My innate desire to make a positive impact led me to my first job. Working with a company that provides vital medicines to regions where they aren’t readily available or covered by local health systems, I saw firsthand the transformative power of healthcare access.

That pivotal job, where fate also introduced me to the love of my life, intensified my fascination with healthcare economics. When the time came to embark on the next chapter of my professional journey, I sought a role that would offer greater diversity and enable me to contribute to the well-being of more people.

During my search, I came across Equalis, a dynamic consultancy focused on improving healthcare systems. Equalis is now part of Vintura, which captivated me with their extensive involvement in pharmaceutical projects - a field that had always fascinated me. While my work at Vintura encompasses diverse projects, my passion lies in the realms of pharma and innovation. The versatility of assignments available at Vintura is a true advantage.

From the moment I joined Vintura, it felt like finding my place. The warmth and welcoming nature of the team, coupled with their expertise, convinced me that I had discovered the perfect fit. For me, the people I collaborate with are just as vital—if not more so—than the work itself.

At Vintura, we tackle the challenges of accessible and affordable healthcare head-on. Though it may not be at the forefront of everyone's minds, the cost dynamics within the healthcare system are a fundamental and complex aspect.

My primary focus revolves around evaluation and assessment projects, where stakeholders such as governments, insurance companies, and policymakers seek to optimize their share in the system. Through insightful analysis and strategic guidance, we empower decision-makers to forge sustainable policies and strategies. And right in the midst of it all, you'll find me, a passionate catalyst for transformation.

One of the most exhilarating ventures I've embarked upon involves bridging the gap between industry players and payers. This uncharted territory offers thrilling opportunities to uncover common ground and unlock fresh insights that can revolutionize our healthcare system.

That's precisely why I adore working at Vintura. We possess the power to shape the equilibrium of the healthcare ecosystem, maximizing the impact for patients. Together, we create meaningful change—one step at a time.

## WOUTER VAN STRAATEN

- Wouter holds a MSc in Health Sciences at Vrije Universiteit Amsterdam, specialized in Health Care Management and a BSc in Sports and Business at Hogeschool van Amsterdam.
- Previously worked as an Innovation and Business Development Manager at The socialmedwork and conducted a longitudinal retrospective observational study on drug pricing for his Master's thesis
- Wouter has a passion to drive change in healthcare, he is critical, communicative and likes a pragmatic approach.
- Wouter gets energy from traveling and playing soccer with his team!

“I craved a career that would empower me to make a tangible difference.”



# WORKING TOGETHER TO IMPROVE BREAST CANCER CARE

**Three regional health institutions were looking to join forces in order to organise care for women with breast cancer (or likely to be diagnosed with breast cancer) as efficiently and effectively as possible.**

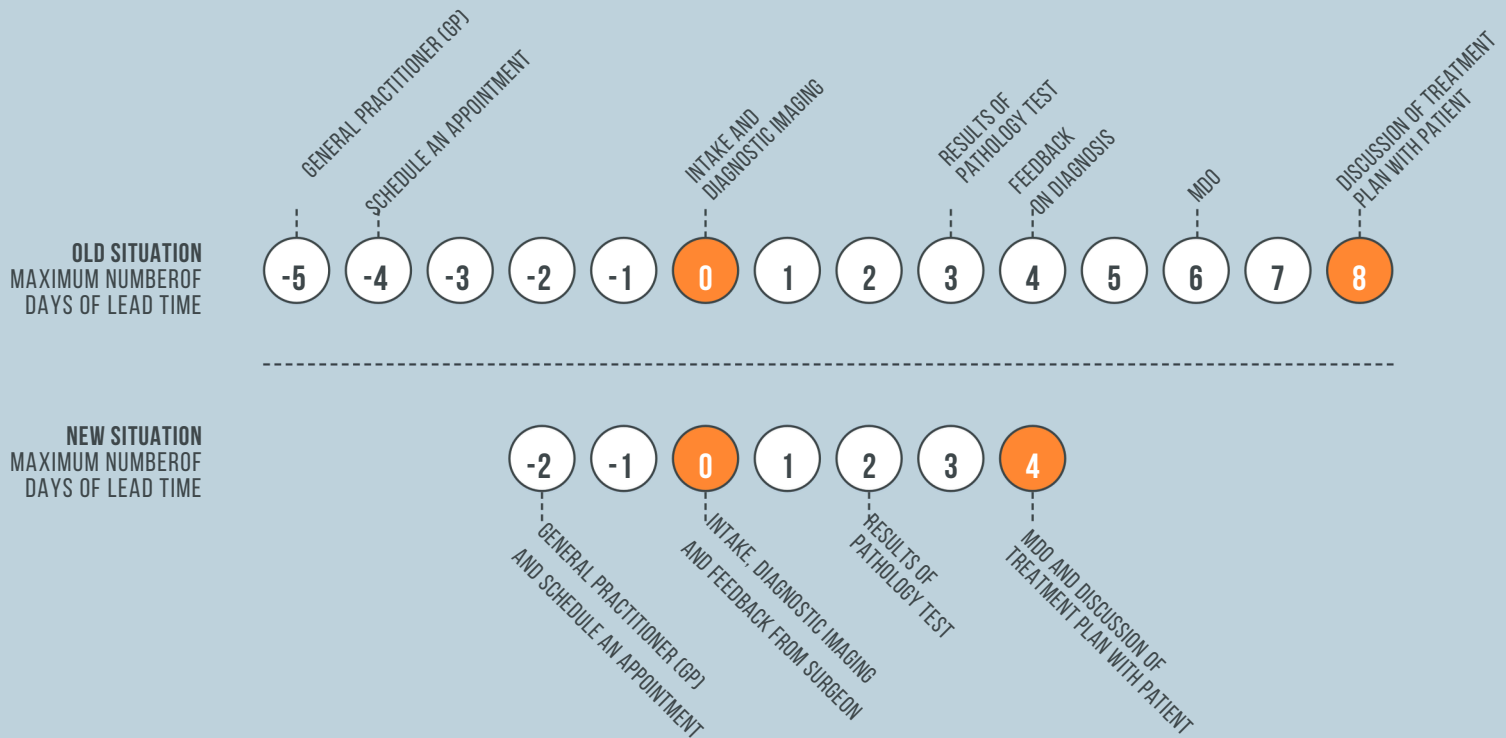
‘One evening in May, our consultants met with a group of 15 healthcare professionals, who were looking at us impatiently. Having developed a solid plan for patients, we felt there would be nothing standing in the way of implementing the best possible care. But when it came to the question of what constitutes the “best healthcare”, how they defined this and how it was explained, they turned out to have no clear answer. Breast cancer care is complex and multidisciplinary in nature and can be managed in many different ways. We compare the current care cycles of the three institutions, find out the various ins and outs, and discuss each other’s strong suits. The list of opportunities for improvement grows as the project wears on, but there tend to be different ideas about how these should be handled. By putting patients’ interests first, learning from national and international best practices, and involving third parties, we can overcome the differences and make fundamental decisions.’

## CHANGES IN BREAST CANCER CARE

‘This highly complex process will ultimately result in a plan supported by everyone involved. This has to be a practical plan that honours the commitment of the professionals involved, who have devoted a great deal of their free time to it. And what’s even more important: the plan has to truly improve the quality of breast cancer care for women and retain this quality in the region in the long term. It was a great challenge to work with so many different stake-holders on creating a plan that could be successfully implemented. The partner organisations can now offer an appealing proposition for patients, their loved ones, and general practitioners. The care cycle has become more patient-friendly and efficient and is part of an effective healthcare process. Thanks to the breast cancer centre, more than 400 new patients on an annual basis are diagnosed more quickly, receive better treatment, and see their quality of life improve in the long term.’

# NEW PROPOSITION

## RESULTS IN A MORE PATIENT-FRIENDLY AND EFFICIENT CARE CYCLE



Vintura is more than just a company;  
it's a community of passionate individuals  
committed to making a lasting impact. If you're  
seeking a career that combines your passion for  
healthcare, your knack for business, and your drive  
to effect change, Vintura is the place for you.

# WHAT WE'RE LOOKING FOR

## ARE WE A MATCH?

We strive to improve all the time: we feel Vintura should be better today than it was yesterday. We set a high bar for ourselves - you should be sharp and analytical and able to think creatively and conceptually. You have excellent communication and interpersonal skills and the ability to connect and motivate people. You love what you do, are intrinsically motivated, and excel at your job.

**International growth strategy** We have a growing number of clients throughout Europe. Since our approach is based on co-creation and connecting with our clients, a good fit with the client is crucial: on content and just as well on a personal and cultural level. We actively seek internationally minded consultants who feel passionate about their work as well as the healthcare and life sciences sectors.

**Stop proving, start improving** Once you're part of our team, we'll expect you to continue working on your personal development: not so you can be better than your colleagues, but to be better than you were yesterday. Having ambition does not mean you can never make any mistakes, or can't rely on your colleagues to help you out if you ever get stuck. Vintura's culture is focused on personal development, and you can't develop without trying, learning and being unafraid to show your vulnerable side.

It's about showing that there are areas you haven't quite got the hang of yet. If you don't signal this to others, you're not going to improve but will start falling behind. And that's something we want to avoid no matter what.

**Why we do what we do** We envision a world where people live long and healthy lives. With efficient and sustainable healthcare where all players collaborate to improve the system. Where scientific progress and new technologies make this happen. And where today's and tomorrow's healthcare leaders align society's interests with their organisations' success.

**A passion for life** Our approach appeals to life sciences companies, policymakers, hospitals, insurers and patients - in Europe and beyond. They value our work with an average client satisfaction score of 8.8. We're always there for our clients. But you're never 'just' a consultant at Vintura: we know that you're also a mum, dad, partner, care taker, football coach, home chef or sailing fan. While you are passionate about your work, we support you to maintain a healthy balance between your job and your personal life.

# WHAT WE'RE LOOKING FOR

“My personal goal  
is to hire people who  
are better than I am”

**BAS AMESZ, PARTNER**

## **Who we're looking for...**

We strive to connect with university graduates from business schools, engineering schools, PhDs with an interest in business. People with ambition to pursue their careers in strategy consultancy and/or a strong connection to data analysis and health economics, graduates from within the European Union.

On the other hand, we also look for experienced consultants with at least three years of consultancy experience with a leading firm. A track record in the life sciences and/or pharmaceutical industry is strongly preferred. We also expect you to be experienced in client management and business development and have an excellent command of English and a good command of at least one of the following languages: German, Dutch or Chinese.

We will expect you to regularly be present at our one of our offices in London, Munich or Utrecht as our head office which is located just 30 minutes from Amsterdam's city.

Vintura can provide support to consultants looking to relocate to one of these cities.

## **Application process\***

### *Preliminary interview*

Personal introduction, in which we find out more about you and you learn more about Vintura. Are we a good fit for each other? At the end of the interview, you will be requested to take a personality test.

### *Interviews*

We will schedule two back-to-back interviews. The purpose of the first one is to discuss your personality and to assess whether you and Vintura are a good fit. This will be followed by a case-based interview to test your analytical and conceptual thinking skills.

### *Case study*

Depending on your functional level, the final stage of the application process is a case study, to be conducted at our offices. After which you will present your solution to your future colleagues.

\*) Note: this standard process may vary depending on candidates' background and experience. You also have the option to complete part of the application process online.

## MEET VINTURA

We would like to meet you if you're interested in 'improving and connecting', are open to a fresh new approach to consultancy, and would like to transform healthcare together with a team of some of the best and brightest consultants around. You will find more detailed profiles on our website, [vintura.com](http://vintura.com).

You can also read more information there about our company, our team and our projects. Please send your cover letter to [careers@vintura.com](mailto:careers@vintura.com) or phone Jan-Philipp Beck on +49 173 715 8530.

[Meet us here](#)

**Book tip:** At Vintura we're big fans of the book *Getting Naked* by Patrick Lencioni. We are firm believers in the 'naked' approach discussed in this book. Do you think this approach would suit you?

**Our offices:**



**+40 consultants in 3 offices**