



PURPOSE AND VALUES

CONNECTING PEOPLE TO GROW COMPANIES, CAREERS AND COMMUNITIES

INNOVATION

We believe in continuous change and improvement within our business to drive efficiency in everything we do. Our customers are assured that our products represent the best value for money, whilst our people are proud of the results they provide and secure in our business's future. Everyone has permission to look for creative solutions and we actively invest in bullets that might become cannon-balls.

OWNERSHIP

We take responsibility for our role in delivering world-class recruitment products and we take pride in our contribution to the team. We look for the opportunity in every problem and we never externalise because we are each accountable for creating a brighter future. We have skin in the game and are rewarded for effective results through incentives, bonuses and partnership. Each of us is the "chief executive" of our role, team, area or business.

SUCCESS

We always aim high and strive to achieve the best and we reward and recognise great performers as a group and we're just as happy to celebrate when it's someone else achieving the results and raising the bar. We expect that our performance based remuneration will pay high achievers more than their leaders and well above the market.

ENTHUSIASM

We show up with a positive attitude every day, bringing the energy to tackle meaningful challenges. Our people are optimistic about the future and each contribute to making our working environment happy, joyous and exciting. We believe the best leadership is exothermic and anyone can be the one to light the fire.

RESPECT

We always treat people as we would expect to be treated ourselves. Whilst we have varying roles we insist on equality, sharing our resources, standardised work spaces and a "no-door" policy (except in the bathrooms!). We conduct our business with integrity and never rip customers off, charging a fair margin on our products.

TRANSPARENCY

We measure and share everything, expecting that everyone aspires to improve their performance and can learn from the best through this transparency. We choose to be open and to give honest feedback so that trusting one another is never in question.

WELLBEING

The health of colleagues is paramount so we encourage work-life integration through physical activity during the day, healthy snacks in the office, cloud-based technology and the support of your team when you are sick or your family needs you.