



FOUNDATION RECRUITMENT



OUR CULTURE

We work hard to ensure we keep a strong, confident culture for all our employees to enjoy and thrive within.

We're a fast-paced business, always supporting and challenging each other to grow and develop. This culture provides the perfect atmosphere for ambitious, driven individuals to flourish and progress fast!

We have an excellent work ethic balanced with a lively social scene with quarterly nights out and Christmas & summer parties always much anticipated! Horse racing; go-karting; indoor skydiving; pub quizzes; bowling; archery and a 'Great British Sports Day' are all activities the team have enjoyed!

To ensure we are always adapting and maintaining a positive culture we conduct biannual, anonymous in-house surveys. This allows employees to comment on the business; share likes and dislikes; put forward new ideas and suggest changes.

How do our employees describe our culture?

- **Respectable**
- **Ambitious**
- **Niche**
- **Dynamic**
- **Strong**
- **Entrepreneurial**
- **Driven**
- **Competitive**
- **Unparalleled**
- **Motivated**



INVESTORS
IN PEOPLE

Gold
Until 2021

TRAINING & DEVELOPMENT

We are proud to say we have been awarded the Investors in People Gold accreditation three consecutive times. This coveted status places us in the top 18% of businesses.

We are eager to encourage and cultivate all our employees. Our training and development initiatives assist us in making good consultants great, and great consultants excellent management and future leaders of the business, these include:

- A detailed training programme which continues and advances along with your career
- Director workshops
- APSCo management and development training
- Weekly meetings with your line Manager
- Networking events
- The industry leading online training platform, 'Recruitment Juice' is accessible by all employees
- An open office giving you daily support and access to Directors and Managers

SUCCESS STORIES

Alex Rowbottom, Director, Manchester



Alex joined in April 2013 as a Resourcer and became Head of UK Shopping Centres after just two years in the business. In 2015, Alex became Divisional Head of a wider team of Consultants as well as continuing to lead Shopping Centre recruitment. Following promotion to Associate Director in October 2016, and again to company Director in June 2017, Alex has been accountable for the strategic direction and leadership of our Manchester business.

“Foundation Recruitment has given me an unrivalled platform to develop both personally and professionally and continues to provide aspiring minds the same opportunity.”



Sezen Güner, Principal International Consultant, London

Sezen is a German national with exceptional language skills speaking English, Turkish and German fluently. Sezen has been with the business since April 2017 and has played an integral role in the company's international expansion.

Before joining, Sezen had no recruitment experience and has enjoyed some amazing successes with us. Sezen broke the company fee income record in just her second year, won Employee of the Year in 2019, celebrated several promotions, experienced international travel and opened a significant proportion of our German client base.

“When I started at Foundation, the leadership team delivered market-leading training through seminars, role plays and online study platforms. I still receive ongoing support from Directors, enabling me to constantly grow and develop my skills.”



Shaunagh Durkin, Associate Director, Manchester

Shaunagh joined in 2014, aged 22, and seized every opportunity to expand her knowledge. Shaunagh won Employee of the Year in her second year with the business and has made a huge impact on diversifying and growing our client base. Shaunagh has progressed from Resourcer to Associate Director and now leads new business development in our Manchester office.

"I chose a career in recruitment because I aspired for a professional career with strong progression opportunities. Clearly there are financial benefits, but gaining candidate feedback about having found their 'dream job' and then returning as a client is equally as fulfilling"





BENEFITS & REWARDS

- Flexible working – work from home plan
- 25 days annual leave plus bank holidays
- Additional day annual leave for your Birthday
- Christmas Eve guaranteed off (additional day annual leave if falls on weekday)
- Private health care
- Life insurance
- Monthly Awards
- iPhone X work phone
- High achievers trips overseas
- Quarterly nights out
- Dress down Fridays
- Christmas party
- Generous bonus scheme
- Bar tab on the last Friday of the month
- Team building events
- Early finish Fridays
- Discounted bars and restaurants across Manchester City Centre
- O2 Priority membership
- Mental health cover
- Free subscription to the Calm App
- Daily fresh fruit
- Wellbeing/fitness initiatives offered throughout the year
- Mental Health First Aid Champion in situ
- Charity involvement – as a business, our main CSR focus is to support those homeless or facing poverty. Over the years we have volunteered our time at Mustard Tree and raised money through fitness challenges. Additional activities we run throughout the year include bake-sales; wearing pink for breast cancer awareness and children in need and red nose day challenges!