



OUR CULTURE

#GROWWITHUS



FOUNDATION
RECRUITMENT

 **INVESTORS
IN PEOPLE** | Gold

Our Culture

We are fiercely proud of the progress the business has made and we truly believe our culture has had a genuinely positive effect on this. We work hard to ensure we keep a strong, confident culture for all our employees to enjoy and thrive in.

We understand a company culture is predominantly made and influenced by the people within it. To ensure we are adapting and supporting a positive culture, we conduct biannual, anonymous in-house surveys. This allows us to know exactly what our employees like and dislike; offer an opportunity to put forward new ideas or unfold any changes they would like.

In our most recent survey, we asked our team to describe the company in one word, the results were very positive and a testament to how our employees feel about our culture:

Motivated
Competitive
Driven
Respectable
Dynamic
Strong
Entrepreneurial
Ambitious
Niche
Unparalleled

We have an entrepreneurial spirit across the company. We encourage our employees to voice any ideas or ambitions they have and will always try to provide the platform to drive their ideas forward.

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 and even outward bounds challenges are all events the whole team have recently enjoyed.



AWARDS

Hard work will always be rewarded! In addition to competitive basic salaries all consultants are eligible to participate in the company's quarterly bonus scheme. We also run an award ceremony each quarter within which we reward the hard work of our consultants, furthermore we treat high achieving consultants to an all expenses paid meal at some of Manchester's and London's finest restaurants as part of our lunch club. Work hard, be successful and we will happily treat you!

We appreciate that it can sometimes be hard to maintain a level of balance when working in recruitment. We promote health and wellbeing within Foundation by providing free fruit in the office and 25 days annual leave from the day you join with an extra day off for your birthday so you have more free time to enjoy!



WORK LIFE BALANCE

We can promise that each day will bring challenge and variety; you have the opportunity to see and be involved with every part of the business. Everyone (including the Directors) sits in an open plan, modern office and Managers are always on hand to offer help & advice or to take feedback – we really value the opinions of all of our employees!

We are keen to get involved in charitable activities. Some of the activities we have participated in include; the colour run and a bake-sale for the NSPCC; wearing pink for breast cancer awareness and a day volunteering at The Mustard Tree homeless charity in Manchester.

It's important to have fun and find time to switch off – recruitment is challenging! At the end of the working week you will find our team gathered by the wine fridge celebrating our “pour at four” tradition to get ready for the weekend and – provided weekly targets are met – an early finish!



IIP GOLD

We are proud to say we have Investors in People Gold accreditation. This coveted status – which places us amongst fewer than 1500 businesses in the UK – was awarded to us at our first assessment in 2012 and after less than three years of trading. In 2015 we were re-assessed and re-accredited Gold.

Paul Devoy, Head of Investors in People, said:

“ We’d like to congratulate Foundation Recruitment (UK) Ltd on their Gold standard. Such a high level of accreditation is the sign of great people management practice, and demonstrates a commitment to staff development and shows an organisation committed to being the very best it can be. Foundation Recruitment (UK) Ltd should be extremely proud of their achievement. ”



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