

#LIFEATSO

Why Spencer Ogden EMEA?

Spencer Ogden is an award-winning recruiter in the energy and infrastructure market.

We are building an industry that impacts millions, it's our mission to create a dynamic and sustainable legacy in the ever-changing landscapes we cover.

We deliver within renewable energy, oil and gas, power and utilities and built environment, operating at every stage of the project life cycle.

With offices globally across EMEA, Americas and APAC, we're at the heart of industry growth, keeping pace with changing technologies and building strong, long-lasting relationships along the way.

Creating Careers to Power a Sustainable Future

[Click here to learn more](#)

Why Work for Us?

PACE

Spencer Ogden have been setting the PACE since 2010, our core values: **People, Accountability, Collaboration and Excellence** have guided us to becoming the high performing business we are.

The rapid growth we have seen is a result of us being a people-orientated business, driven by organic growth. We have created an environment and company where the development of our people and their wellbeing is at the forefront of our focus. Life at SO is more than just recruitment, we have created a culture that is a crucial aspect to our business.

At Spencer Ogden, you can feel reassured that our dynamic and award-winning learning programs will help you grow and achieve success at each step of your career. From entry level through to directorship, every employee at Spencer Ogden is given the support and autonomy to thrive.



WORLD CLASS LEARNING AND DEVELOPMENT

Your Career with Us

#GrowwithSO

Spencer Ogden offers unparalleled progression opportunities. Here at Spencer Ogden, our senior management actively encourage talented people to seek out promotion.

From the beginning, no matter what level you join us at, you will understand how you can progress within our business and all of our available opportunities.

Everyone is provided with a transparent career framework and associated development plan that clearly outlines what you need to do in order to achieve your next promotion, and pay increase and where and how you can develop your responsibilities.

Spencer Ogden offers a world-class learning and development program that supports the advancement and growth of our people by aligning our training programs at each level of employment.

The visible framework has allowed people at all levels to eventually lead their own departments, teams and functions in many of our offices worldwide.



Your Learning and Development with Us

Learning and development is at the heart of everything that we do at Spencer Ogden. To help your potential, we have a team of experienced in-house trainers to support your journey and growth with us. This team has a combination of 50 years' industry experience and are regionally based to provide the local support you need.

Our world-class learning programs consist of a blend of development initiatives, including our global learning platform, the Pod, modulated classroom training, mentor support, skills assessments and dedicated coaching from the L&D team.

Career Paths



Management

Using the experience that you have gained, you will play an integral part in the development of individuals and growth of our business.



International Relocation

Here at Spencer Ogden, the sky is the limit! All of our people are given the opportunity to transfer internationally to one of our global offices.



Key Account Management

Using your expertise to build strong relationships and handling some of the most important client accounts globally.



Market Specialist

Become a market expert by developing an in-depth understanding of your niche and developing your market.

SO GROW WITH US

Principal Recruiter



ANDRE PARKER

Principal Consultant

London

EMEA Rising Star Award 2020

Promoted to Principal Consultant within first two years

Spencer Ogden has provided with me unparallel opportunity in terms of my personal growth, career development and financial rewards. From the moment I started at the company I have received an incredible amount of support from all managers and colleagues.

I came top in my Academy, have built a new and successful desk, qualified for numerous quarterly and annual incentives and earn more than I ever thought I would. I am excited to continue my journey and become a leader in the business in the near future!"

TOM MATON

Sales Director

London

Joined Spencer Ogden in 2014 as a trainee recruitment consultant

CEO's Rising Star Award in 2015

EMEA Manager of the Year in 2018 and EMEA Team of the Year in 2019

I joined Spencer Ogden as a graduate, after leaving a previous position which I had been in for three years, which had good career progression but was not fulfilling or what I was looking for. Spencer Ogden had fantastic career progression opportunities with continuous training, global travel and earning potential that could not be matched by other industries. The move at the time was a risk for me however the past five years have certainly not disappointed, working my way through the ranks from a trainee to an associate director, I am now managing a team of over 25 consultants."



Sales Director



BENEFITS

International Transfer Opportunities

As a company, we understand the importance of giving our people the chance to apply to work in any of our global offices, provided you hit a certain criteria and subject to relevant job vacancy. All of our locations share our values and Spencer Ogden culture, allowing you to smoothly transfer into your new team.



Monthly celebrations



Cycle to Work scheme



Your birthday off



Flexi-time



Clear promotional milestones set from day one



Discounted gym membership



Early finish on Friday



Up to 2 days work from home



Corporate discount scheme with Perkbox



Volunteer time off – 4 days per year



Company pension contribution



'EAP' (Employee Assistant Programme)



Additional 5 days of annual leave - 1 additional day for each complete year of service



World class learning and development



Dress for your day



And much more

LIFE AT SO

Life at SO is more than recruitment

Our vibrant and agile culture is a crucial aspect to our success and while we do work hard, we also know how to have fun along the way.

Our ability to be truly international by offering our clients and candidates a global service is crucial to our business. We believe that providing our people with an inspiring and invigorating environment supports the work they provide.

Our trademark open plan offices feature AstroTurf flooring, and American-style diners where our people are encouraged to move around and keep energised. We offer an agile working programme for all our people outside of probation (three months). The working world is changing, and Spencer Ogden has adapted to offer flexible working hours and remote working at all levels across all roles.

We celebrate our frequent success with regular competitions, incentives and parties.

Our exciting regional incentive trips are also a big part of our culture. From our annual summer parties, end of year gala awards and Balinese boat rides to Costa Rica adventures, we are consistently rewarding and motivating our people.

At Spencer Ogden as well as celebrating our successes, we understand the importance of giving back to the community and the positive impact we can have on our environment through charitable contribution. We hold several key events where everyone is given the opportunity to get involved, including fun runs, bake sales, dress up days and energy saving initiatives.

Spencer Ogden also offers a volunteer work scheme where you are entitled to take four days paid volunteering with a charity of your choice. This is in addition to your generous contracted holiday allowance.

It is this innovative culture and way of thinking that has got this company where it is today. To find out what it's like to work at Spencer Ogden, search **#LifeatSO** and check us out on social media.



TalentEMEA@spencer-ogden.com



Spencer Ogden Global



@LifeatSO



@SpencerOgden



Spencer Ogden

PACE SETTERS CLUB

SPENCER OGDEN'S HIGH ACHIEVERS CLUB

What is PACE setters?

'PACE setters' is an achievers club at Spencer Ogden that brings together our highest sales performers. It aims to create a select peer group across the business, of our highest and most consistent performers.

How do I stay in the PACE setters club?

If your rolling billing levels stay at the required level for your region you will continue in the club and will qualify for the bonus.



How do I qualify?

Anyone in a permanent pure billing role across the business (Contract, Perm and Key Accounts) who is not serving notice is eligible. The qualifying criteria is slightly different in each region/office location. Team leaders are eligible to qualify in their first 12 months in their role as a leader.

What are the benefits?

Those who qualify and meet the 12-month rolling billing threshold/requirements will be eligible for a non-contractual annual bonus top up of £10,000 per year or regional equivalent.



**GET READY TO
UP YOUR GAME
& LET THE RACE
COMMENCE.**



WHAT OUR PEOPLE SAY

"Couldn't see the culture or enjoyment of a workplace being better than where I am at**"

"Clear communication around the vision and strategy which has filtered down through to the rest of the organisation**"

"My Manager is constantly checking in to see if I need support. I never feel uncomfortable asking my peers or managers for advice they are always happy to help and provide great clarity on how to overcome whatever it is I'm asking**"

"In my opinion we offer better flexibility and acknowledge our employees as human beings more than other recruitment firms**"

"I know my manager has my back when needed and cares about external and internal influences going on, family, relationships as well as co-workers, stakeholders and workload having an effect on"

"I know exactly what my next opportunity is and what I need to achieve to get there**"



80%*

of our people agree that we offer a flexible working environment



80%*

of our people agree that we support their career progression



82%*

of our people agree that they are fairly recognised for their achievements



84%*

of our people feel supported by their colleagues



86%*

of our people feel supported by their managers



WHAT NEXT?

How to prepare for a strong application

Do your research

Our industry knowledge, global presence and unique culture are important to us, make sure you have a clear understanding of these areas.

Take our psychometric test

You are so much more than a CV. In order to support a diverse workforce, we use leading testing software to aid hiring decisions. You will have instant access to the results.

Show us why Spencer Ogden

Once you've grasped who we are, make it clear why you want to join our team.

Demonstrate your talent

We want to see how you think and how you overcome challenges. Providing examples is how you can stand out from the crowd.

Be YOU

Most importantly, be yourself.



Kick Start Your Career

- 01.** Head over to www.socareers.com and view our latest job vacancies and click on the role you would like to apply for. You can apply via LinkedIn with one click, fill out our detailed CV application link or email TalentEMEA@spencer-ogden.com.
- 02.** A member from our Spencer Ogden Talent team will reach out to you. The purpose of the conversation is to gain a greater understanding of your experience and availability.
- 03.** If you are successful with your first stage interview, we will invite you to an interview or trainee assessment centre for those starting in recruitment, at one of our offices. You will be given the opportunity to find out more about Spencer Ogden and trainees will participate in competency-based exercises that demonstrate your skills and capabilities.

- 04.** Your final interview will be with a senior manager or director. This will be a practical conversation where the manager will assess your aptitude for the available role.
- 05.** We'll give you a decision within 24 hours of your final interview. We know you have invested a great deal of research and time to apply for a job with us. In return, we are committed to providing comprehensive feedback throughout each stage of your journey with us.
- 06.** Welcome to the Spencer Ogden team! You will receive an official welcome pack with a range of HR documents that you will have to sign and return to us.

For further info please contact us at:

James Russell
Global Talent Lead
e: james.russell@spencer-ogden.com
t: +1 212 651 0139