

**SPENCER  
OGDEN**

Creating Careers  
to Power  
a Sustainable Future.

**BUILD A  
MEANINGFUL  
CAREER AT SO**

# BUILD A MEANINGFUL CAREER WHERE YOU CAN MAKE A DIFFERENCE

Joining Spencer Ogden means you are here because you want to build a meaningful career where you can make a difference, and where difference is valued as part of a diverse and inclusive culture. You're also here to help us to power a sustainable future.

We've grown faster than the market and with our world class training programmes, you'll learn and grow at the same pace.

Having become the pioneering recruiter in the energy and infrastructure sector, we are uniquely placed to support that vital transition to clean, green energy.

But the job is far from done. Join us and become a part of something much bigger.

**Spencer Ogden – Creating Careers  
to Power a Sustainable Future.**



PIONEERING  
RECRUITER IN  
ENERGY AND  
INFRASTRUCTURE



# BUILDING SUSTAINABLE CAREERS

A career at Spencer Ogden is more than just recruitment. We have created a culture and an environment where the development of our people and their wellbeing is at the forefront of our focus.

## ED&I

We are committed to providing equal opportunities to all our employees, clients, job applicants and contractors. We believe a diverse workforce powers innovation and is vital to our success and we recognise the importance in creating an environment where everyone is treated fairly. Developing relationships with people from a variety of backgrounds and cultures is intrinsic to our business and underpins our vision and strategy.

By putting ED&I at the heart of our development, we create a safe and welcoming environment to work in.



THE NATION'S  
BEST AND  
BRIGHTEST<sup>®</sup>  
IN WELLNESS

### Best and Brightest in Wellness Award

We were recognised for delivering excellence in health awareness to our employees in 2022.

### Wind Investment Awards

We were awarded for our commitment and dedication to making important ED&I changes within the recruitment industry and internally.



WIND  
INVESTMENT  
AWARDS  
2022

DIVERSE AND  
INCLUSIVE CULTURE



# WORKING TOWARDS A SUSTAINABLE FUTURE

We believe it is important that our employees have a positive and lasting sustainable impact on the environment. To help achieve this, we have partnered with two charities who are working towards creating a cleaner future - both on land and in our oceans.

COOL  
EARTH







Seven Clean Seas is a charity working towards creating a cleaner future through the offsetting of plastic in our oceans. As part of our partnership with Seven Clean Seas, we have committed to removing 1kg of plastic from our oceans for every placement made. This rises to 2kg for placements made in the Oil & Gas industry.

# COOL EARTH

Cool Earth is working with communities to halt the deforestation of the rainforest. In line with our PACE values, we have an internal employee recognition scheme which encourages colleagues to praise each other for their hard work for demonstrating our values. For every recognition made, £3 is donated to Cool Earth.

# HELP US TO POWER A SUSTAINABLE FUTURE



## Business Intelligence Group's Sustainability Award

We were recognised for our commitment to having a positive impact on the environment which is demonstrated through our charity partnerships with Seven Clean Seas, Cool Earth, and Ocean Sole - all of which are supported with internal incentives that our people have a direct impact on.

## Carbon Neutral Business



In 2021, we offset 468,000 kg of CO<sub>2</sub> in partnership with ClimatePartner and successfully became a carbon neutral business.



# #LIFEATSO

## Rewarding Success

Our vibrant and agile culture is crucial to our success and while we do work hard, we also know how to have fun along the way - and we love to reward our people!

We celebrate our success with regular competitions, incentives and parties. From top biller's lunches at some of the best restaurants local to your Spencer Ogden office, to an all-expenses paid weekend away where you can expect to visit some of the most desirable places. Previous locations have included Las Vegas, Morocco and Bali.



## Giving back

As recruitment experts in the energy and infrastructure market, our goal is to create careers to power a sustainable future. Therefore, we believe it is equally important for us to have a positive impact on the natural environment in which we live and work.

At Spencer Ogden, you're given a chance to make a positive impact on people's lives, not just through your day-to-day job but through charity work which we actively support. Over the years, we have held a number of key events where everyone is given the opportunity to get involved, including fun runs, bake sales and dress up days. We also offer our employees 4 paid voluntary days off a year to volunteer at a charity of their choice.



I was able to use one of my volunteering days to support The White Eagle Club. I am a huge advocate of utilising your volunteer days at Spencer Ogden because it provides an opportunity to 'give back' and help others.

Harrish Maheethan, Recruitment Consultant, London



# SO GROW WITH US

Andre Parker  
London

## PRINCIPAL RECRUITER



“Since joining Spencer Ogden, I have received an incredible amount of support from all the managers and my colleagues to help me develop both personally and in my career. When I joined, I finished top in my academy training and since then, I have successfully built a new team in the London office and have qualified for numerous incentives.”

Tom Maton  
London

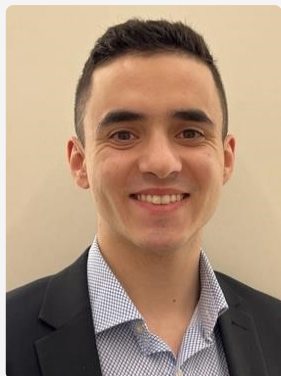
## SALES DIRECTOR



“Spencer Ogden provides fantastic career progression opportunities with continuous training, global travel and earning potential. I joined the business as a trainee and quickly developed through the ranks, taking advantage of the training opportunities, and within five years I became the London Sales Director.”

John Bougias  
Melbourne

## PRINCIPAL RECRUITMENT CONSULTANT



“At Spencer Ogden you can take control of your own development and in my opinion, you can develop three times faster at Spencer Ogden than in a conventional graduate programme. Throughout my career at Spencer Ogden, I have been backed by great people and surrounded by a very collaborative team and I believe it's a great place for career growth.”

Becki Thomas  
London

## COMPLIANCE MANAGER



“When I joined Spencer Ogden, it was a growing business and allowed for real opportunity to learn on the job. The business supported me in a career change from Credit Control to Compliance after two years, and through various internal learning & development programmes and external qualifications, I've seen my career take shape!”



**“I’ve loved my time here so much that I’ve recruited one of my best friends into the business. She has been doing amazing things here and is so happy she joined the SO team”**



**“My manager cares about team members and I always feel supported on personal and professional challenges”**

**“I am proud to be a part of Spencer Ogden and the culture we represent”**



**of our people see themselves at Spencer Ogden in 2 years**

**of our people are proud to work for Spencer Ogden**

**our people believe their manager supports their professional development**

**of our people agree that recognition and reward is encouraged at Spencer Ogden**

**of our people agree that they understand their role, what is expected of them and how to succeed at Spencer Ogden**

**of our people believe they work with a leader who wants them to succeed and develop**



# SO VALUES

Spencer Ogden have been setting the PACE since 2010. When it comes to our success, we know it is our people who are at the heart of this, and to guide us, we rely on our core values: People, Accountability, Collaboration and Excellence.



# WORLD CLASS LEARNING AND DEVELOPMENT

Spencer Ogden offers unparalleled progression opportunities and is recognised as the best in class learning and development curriculum worldwide. It's designed to support the advancement and growth of our people by aligning our training programs at every level of employment.

When you join Spencer Ogden, you will be provided with a dedicated career framework and supported by a development plan. This clearly outlines what you need to do in order to achieve your next promotion, gain a pay increase and where and how you can develop yourself as you progress through the stages.

Our award-winning learning curriculum consists of a blend of development initiatives, including our online learning platform with bespoke Spencer Ogden content. We have hybrid learning opportunities, technical skills workshops, competency assessments, mentor support and leadership development programmes. We also provide dedicated one-to-one coaching from our global team of regional learning and development professionals. What's not to like?

We know how to take you from good to **#SOGREAT**

**DID YOU KNOW ?**

Spencer Ogden is represented by 33 different nationalities across the group

Over 65% of our current leadership team started in entry level roles with us

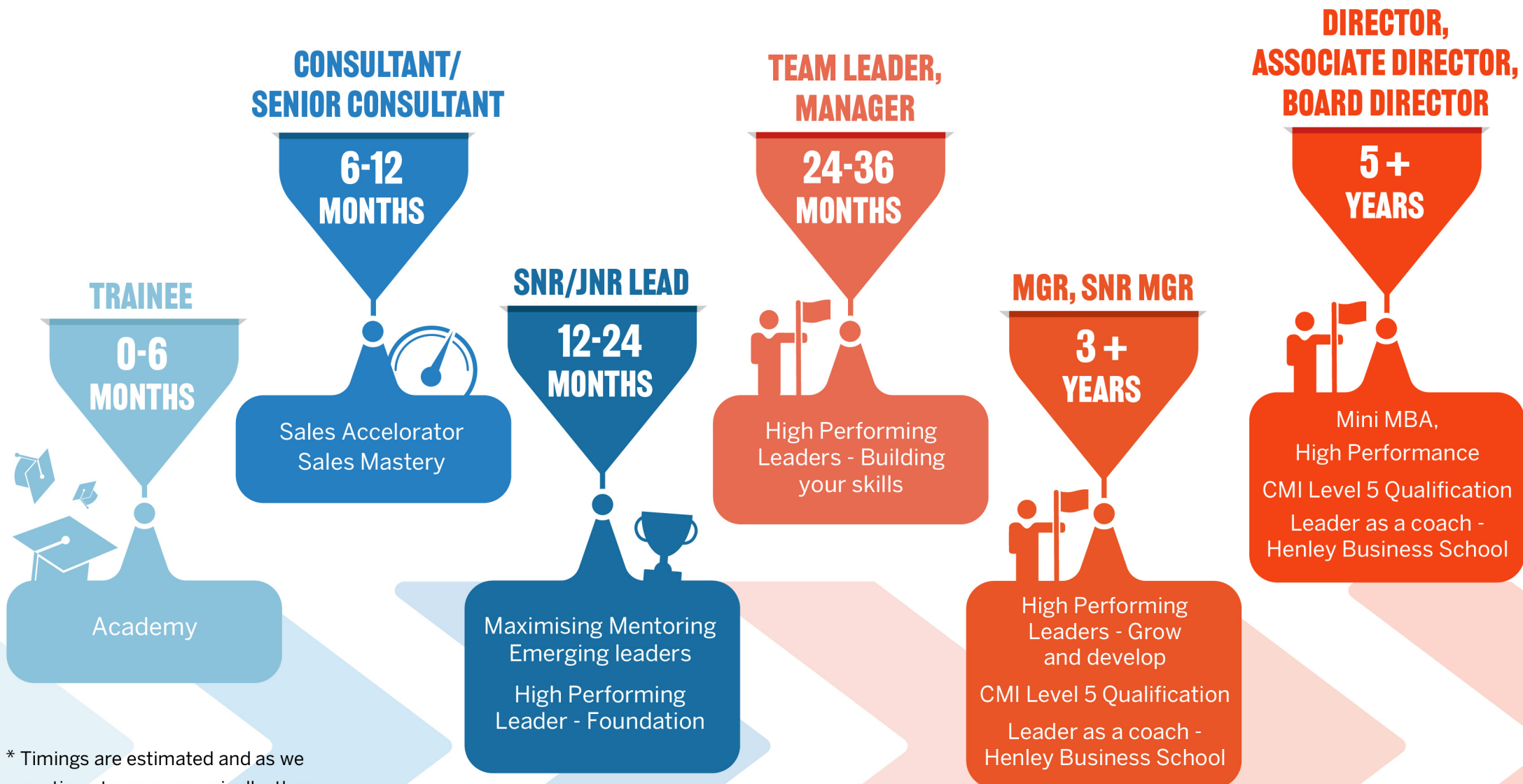
Our Learning and Development team have over 70 years combined experience in Sales and Recruitment

Spencer Ogden have supported over 40 international transfers in the last 5 years





# SPENCER OGDEN LEARNING & DEVELOPMENT JOURNEY



\* Timings are estimated and as we continue to grow organically, there are opportunities to progress quicker.

# WHERE CAN YOUR CAREER AT SO TAKE YOU?



## Leadership

Using the experience that you have gained, you have the potential to grow your career into a management position and develop other individuals and the 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.



## Support

Be it Finance, Operations or our People function, we have excellent support to help the business achieve its ambitious goals.



## Market Specialist

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

# SO REWARD

Spencer Ogden has an industry leading uncapped commission scheme where you can earn up to 40% of your billed business. You have the opportunity to increase your base salary frequently based on revenue milestones which is clearly mapped out for you from your first day.

In addition to a generous monthly commission scheme, you have the opportunity to be part of our monthly, quarterly and biannual incentives. Be it lunch clubs, prizes, experience-based rewards or a luxurious get away - you have access to these incentives from day one.

Our Support Services teams also enjoy the opportunity to earn a bi-annual bonus and have access to a number of tailored incentives/rewards.





# BENEFITS



Clear promotional milestones set from day one



Pantry



Your birthday off



Flexi-time



Monthly celebrations



Discounted gym membership / ClassPass



3pm finish every Friday



Private medical including mental health support



'EAP' (Employee Assistance Programme)



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



Company pension contribution



2 days remote working a week



World class learning and development



Dress for your day



Volunteer time off – 4 days per year

## RELOCATE WITH SO

Being a global business, we are proud to be able to provide our people with the opportunity to travel for their job or to relocate to another one of our offices around the world!



**Ella Cann**  
Team Lead

“I have worked in three different offices during my three years at Spencer Ogden - Manchester, London and Denver. My Managers and the HR team were extremely supportive and knowledgeable about the process for relocating, visa's and helping me settle into new teams. I am grateful to Spencer Ogden for giving me the opportunity to travel and build my career in different locations.”

# WHAT NEXT?

How to prepare a strong application

## 1. Do your research

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

## 2. 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 our hiring decisions. You will have instant access to the results.

## 3. Why Spencer Ogden?

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

## 4. Demonstrate your talent

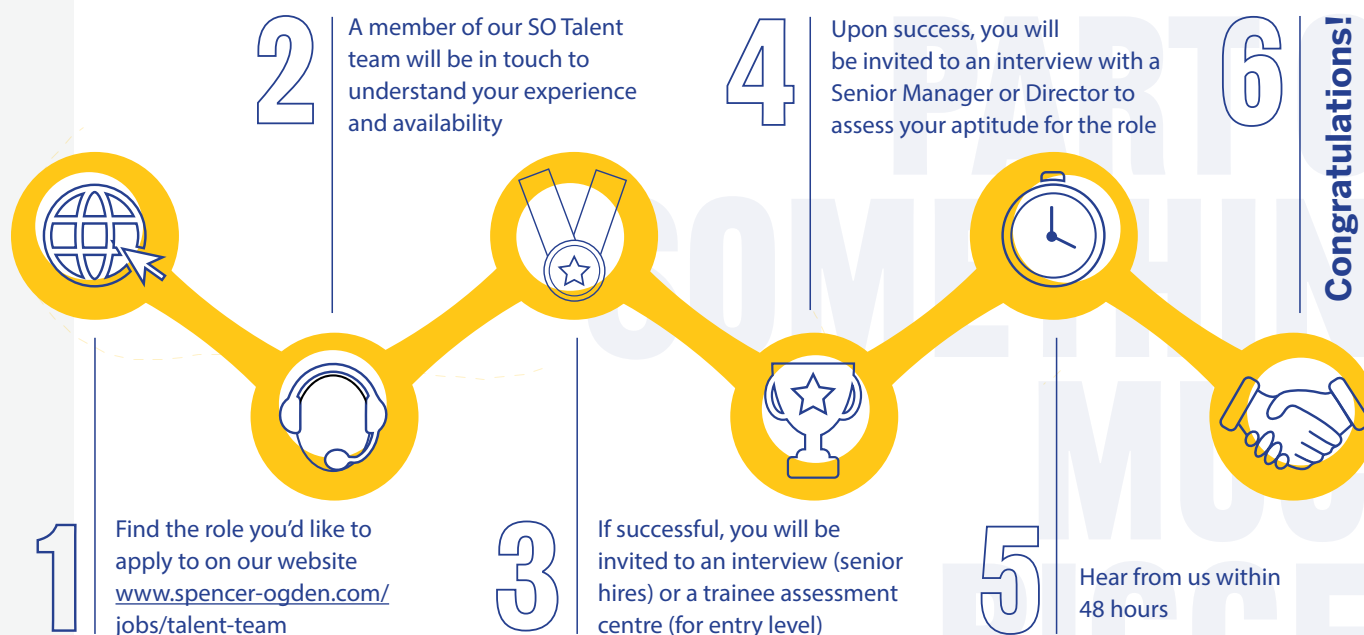
We want to see how you think and how you overcome challenges. Providing examples is how you can stand out from the crowd.

## 5. Be YOU!

Most importantly, be yourself.



# SECURING YOUR CAREER





# OUR OFFICES



Interactive Icons



## SO Local Talent Aquisition Contacts



James Russell

Global Talent Lead, London

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