


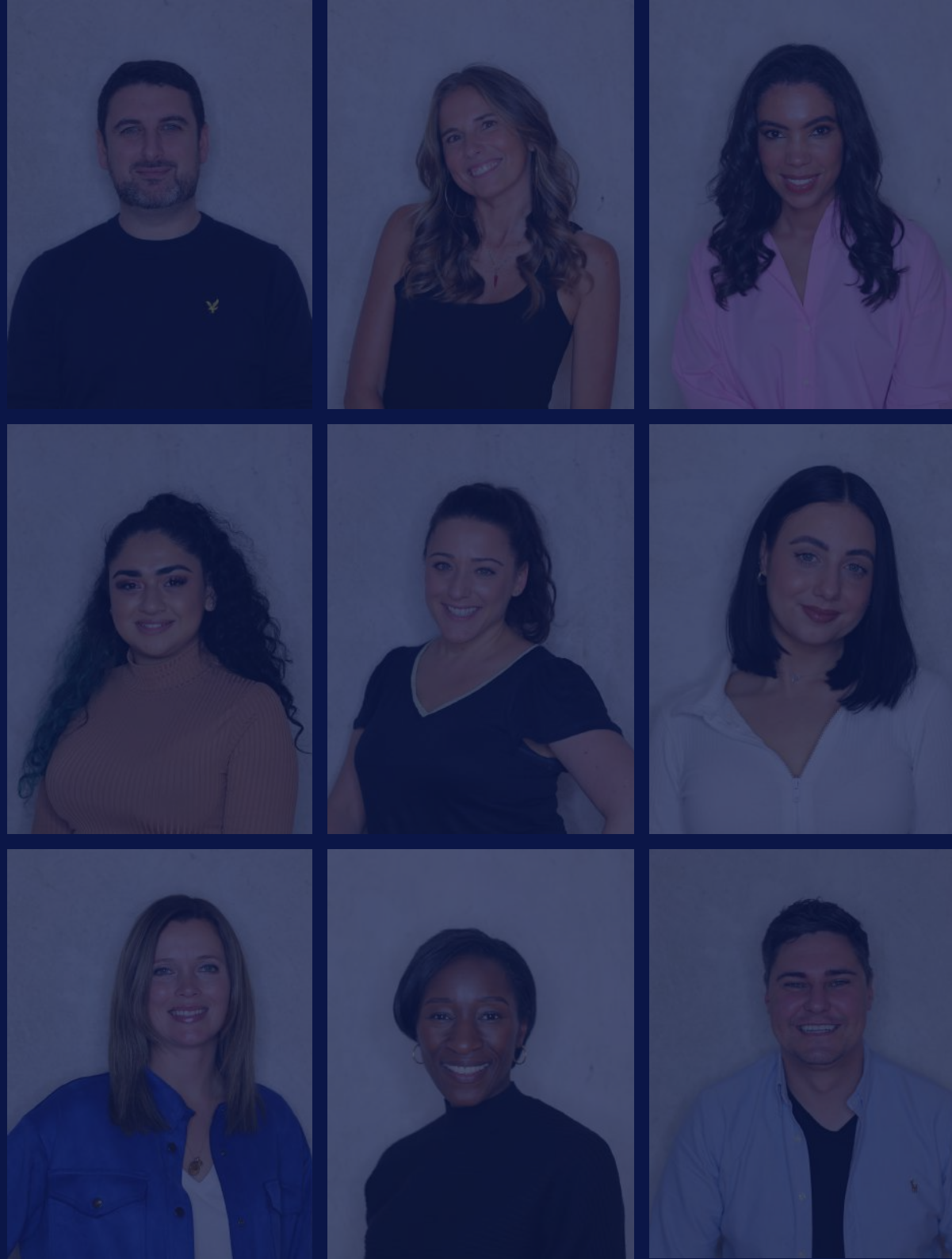
Source.

Achieve your boldest career ambitions.

Collaborative. Hardworking. Open-minded.

 020 3116 0000

 iwanttowork@wearesource.co.uk



What's Source all about?

Love what you do, do things right and do right by people.

We are Source, a quality-led recruitment agency for the creative, digital, media and tech industry. Source was established in 2004 as a business focused on the best solutions for our clients and candidates, and not just what's best for our pockets.

Our values are at the heart of our business, which means we go beyond what is expected, achieving results that go further than imagined. It's about having a unique approach to our clients and candidates, and ensuring our people are having fun, meeting their goals and have a high level of wellbeing.

ACCOUNTABILITY

"Accountability breeds response-ability."

Steven Covey

COLLABORATION

"Alone we can do so little; together we can do so much."

Brett Harris

EXCELLENCE

"Excellence is not a singular act; it's a habit."

Aristotle

INTEGRITY

"Integrity is doing the right thing when no one is watching."

C.S. Lewis



When I started my career, I set myself a mission: to launch a quality-led recruitment business. I really valued the importance of the quality of the work you do and my parents taught me to always treat people with respect and do the right thing - and I wanted to create a recruitment business that mirrored these values. So, in 2004 my mission was born and Source was launched. Today, I'm extremely proud to lead the amazing team at Source who share my passion for recruitment, the industries we serve and are driven to do their very best by every client and every candidate, every single day. I am driven to make Source a fantastic place to work, where everyone is supported and invested in to ensure they achieve their goals.

Annika de Friend
Founding Director



Straight from the Source.

Emily Peacock - Manager ...



Source has given me the opportunity to kickstart my career as a manager and I feel very valued. Source isn't like any old recruitment agency, it is built on values which are spoken about each day and everyone lives and breathes these values..

Lillian Kelly - Senior Consultant ...



Source is a supportive environment that provides me with financial freedom and growth opportunities. I'm challenged and encouraged and couldn't be happier. My director is constantly looking at ways to support the teams' mental health and wellbeing and provides the latest tools and resources available for us to be the best recruiters we can.

Kate Ogbourne - Client Partner...



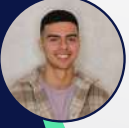
More than 11 years ago I wanted to join a smaller growing agency that prides itself on providing the best candidate and client experience in the market - and thats exactly what Source is - a business based on strong morals and values.

Phil Nunney - Senior Consultant ...



Source are huge on rewarding hard work & outstanding performance, from their strong commission structure, to weekly, monthly & quarterly incentives, the earning potential at Source was a huge pull factor to why I joined the team.

Azim Lake - Consultant ...



There are great career prospects at Source, and after a few weeks of me joining the team, I saw 3 people get promoted. It's good to know that Source back you as a business and are happy to invest in their staff and the areas they'd like to branch out to in order to build a better career for them within Source - rare to find agencies that are willing to be this supportive of their staff.

The creative industry contributes over £100 billion to the economy each year.



London alone is responsible for 32% of creative jobs in the whole of the UK

Our industry amounts for 1 in 11 jobs, a rate rising more quickly than all other parts of the economy.



An industry bigger than oil, gas, life science, automotive and aeronautics combined

Why the creative, digital, media and tech industries?

Working as a consultant at Source you will be supporting people who are passionate about what they do in an industry which is highly innovative and ever-changing.

**What is the newest media strategy for Amazon?
What is the John Lewis Christmas ad going to be this year?**

These are the types of questions which will sit at the heart of your clients' needs, making it a fascinating & rewarding space to be in.

You will be contributing to an industry that is vitally important to the economy.

Our focus

We continue to develop our established reputation across the industries we serve, driven by our values and commitment to quality. From best practice and legal compliance to the very best systems, everything we do is done respectfully, consistently, thoroughly and to the best of our collective ability.

UX & UI	Creative	Project Management & Production
Tech	Moving Image & Video	Marketing
Design	Client Services	SEO & PPC
Media Planning & Buying	Data, Insight & Analytics	Social Media & Content

Businesses who trust us to do right by them



In the past 12 months we've...



Placed 214 candidates into their dream role



Helped 227 clients achieve their hiring goals



Found 1212 freelancers exciting new projects to put their stamp on



Worked exclusively with 60% of our clients for their permanent hires

What's in it for you?

The biggest benefit you will get by joining Source is a career that's tailored to you, with clear progression, flexible working and a development plan to thrive.

We understand the importance of your life outside of work and that your salary has a direct impact on the things you want to achieve. When you start your career journey at Source, you have the control to set your own earning capability. And you have the freedom and support to be an entrepreneur, refining essential business skills to create a career you're proud of.



Best in breed tool kit to give you everything you need to be a success

Personal Development Plans to help you to achieve your personal and professional goals



Open environment to share your ideas and be involved in business decisions

Uncapped commission structure and unlimited earning potential



Sky rocket your career

Reach your goals

Everyone has a reason that they get up and go to work everyday. Source recognise this and works closely with you to set real and achievable goals both inside and outside of work.

We sit down with you twice a year to create a personal development plan focusing on how you're going to achieve both your personal and career goals. You tell us what's important to you and what you want to achieve, and we work with you to create a plan to ensure your goals are realised. It could be anything from getting yourself on the property ladder, planning a 5-star trip to the Caribbean, or becoming a manager and growing your own team. Whatever you want to achieve, we are committed to helping you get there. Not only do we create a plan twice a year, but we regularly review it, to make sure you're on the right track to reach your goals.



Source has allowed me time to focus on my personal and professional goals from day one. My personal development plan gives me an opportunity to sit down, reflect and ask myself- what do I want to achieve next and therefore, what targets I want to set moving forwards to make my dreams a reality.

Being part of a company which allows you to invest time to goal set both on a personal and professional level, is very rare to come across in recruitment. It shows that Annika genuinely cares about her team and ensuring they achieve what's important to them.



Emily Peacock
Manager



++ Unlimited due to uncapped commission scheme

Fast track your development

We recognise that people want to progress. However, progression means different things for different people, depending on your strengths and ambitions.

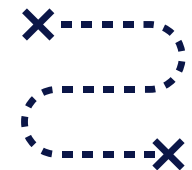
We operate a meritocratic structure that rewards hard work and talent equally, fairly and ethically. We don't assume that promotions mean you want to manage people; if you do, then there is that option and we will support you. If you don't, then you can become a super biller with all the kudos and responsibility of being a part of the management team.



Clear promotion and salary criteria



Salary & promotion review twice a year



Bespoke career path designed just for you & your goals

We invest in your success

We are committed to supporting everyone to realise their potential. We've invested in the best digital and technical tools and a structured onboarding process with an ongoing training & development program to help you succeed in your role.

We are continually investing in automation to minimise the admin burden from our consultants, to free you up to spend more time focusing on consulting with your clients and candidates, adding real value to them.

The world is hungry about data, and we are too. We use data insights to help you to work smarter not harder, and ensure we're always striving for excellence.



The reasons I joined Source are the same reasons why I'm happy here and passionate about working here. I've never worked anywhere where I've felt so valued, listened to, and given all the best tools I need to really develop my skills as a Consultant.

We have such a mature work culture - we are fully trusted to carry out our work in fully flexible hours which suits our individual lifestyles and timetables. There is no micromanagement, no focus on KPIs - just complete trust and autonomy to work in ways which suit us as individuals.

Saffy Patel
Senior Consultant



The Source Toolkit





I always wanted to create a business that my team get exactly what they want out of the business and I now have a team where I can make this happen. I wanted to give my team the ultimate gift of choice and flexible working so that they can achieve the best work life balance, that is so important to us all. I know having flexibility and creating a working environment where everyone is trusted and treated like adults, means the world to everyone at Source.



Annika de Friend
Founding Director

Control your work-life balance

We've fully embraced flexible working for our recruiters, because it's the best for our team, our clients & our candidates.

We understand the importance of your life outside of work and we wanted to create an environment where you can choose the hours you want to work and that fit into your lifestyle, so you can be your best and live your best life.

So, if you want to finish a bit early to watch the football, start a bit later to go to the gym, or take the kids to school - whatever it may be - you can pick your working hours each day to work around you. No more missing out on important moments in life!

Your benefits



25 days annual leave, plus all bank holidays



You can take 1 duvet day a year in addition to your holiday entitlement



You can take a day off to celebrate your birthday!



Ultimate flexible working allow our staff to vary their working hours as we understand that people have certain individual needs



1 month sabbatical -available after 3 years working at Source. 3 months leave after 5 years



Hybrid working from home or in our amazing Shoreditch offices



Interest-free cycle loan of up-to £1,000 for a bike and accessories



Interest free season ticket loan (IFSTL). Eligibility is on the basis that you live more than 25miles from the office



Cash plan scheme enables you to reclaim costs of everyday healthcare, including optical and dentists costs



Our private medical insurance scheme gives you access to the highest quality healthcare, quickly and a convenient time



Employee Assistance programme to support your mental health and help you to achieve your goals. Everyone in the business also has unlimited access to our mental health app, for mental health support at your fingertips.

Incentives

We know hard work deserves great awards. We offer two incentive trips per year, which everyone in the business has an opportunity to go on. Over recent years we have been to Dubai, New York, Ibiza, Iceland, Barcelona, Nice and Paris, celebrating high performances from our consultants. We run two competitions per year with the prize of a Selfridges shopping spree with £1k to spend in 1 hour.

We love celebrating our achievements and the impact everyone has had to the success of the business. Our End of Quarter meeting give us the opportunity to acknowledge and reward the team, from Employee of the Quarter, Values Champion, as well as the usual accolades of our top billers. We also hold quarterly Director's lunch clubs, dining in some of London's finest restaurants, to say thank you for their outstanding performance.



The fun stuff





Source.


Want to know more?

We'd love to hear from you.

Even if you're not sure of your next move, give us a call. We'll happily be a sounding board to talk through your options.

 020 3116 0000

 iwanttowork@wearesource.co.uk

 We Work, 1 Mark Square, Hackney, London, EC2A 4EG



I have worked at Source for eleven years, and the reason I have stayed is that I have always felt valued, invested in and challenged. I started as a recent graduate and now manage a team of six, so there has always been a chance to progress and grow with the company. The people at Source are what make it such a fantastic place to work. Everybody genuinely cares and takes pride in what they do. This passion helps to create a brilliant culture which makes everyday fun and rewarding.



Louise Alexander
Manager