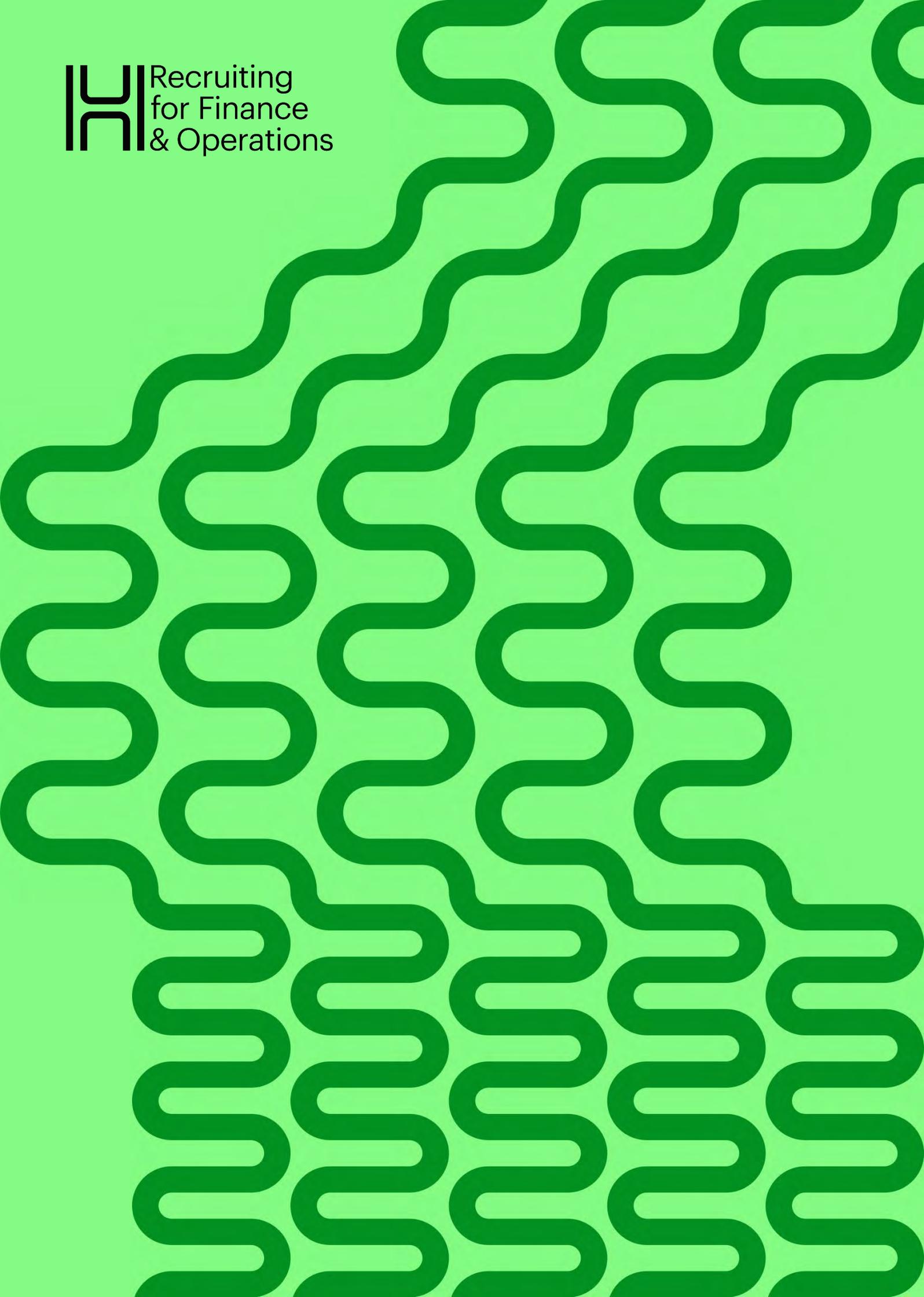


H Recruiting
for Finance
& Operations

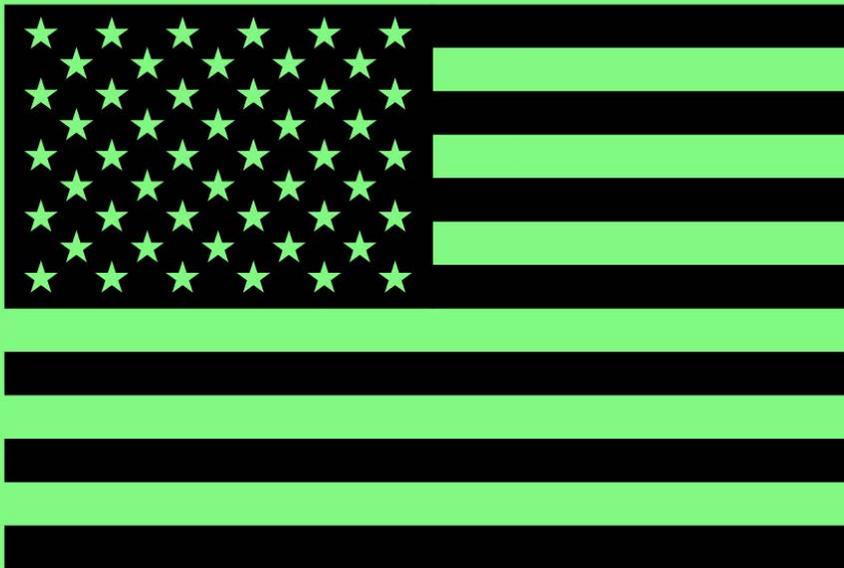


Harmonic in the USA.

We are excited to welcome people into our rapidly expanding US arm at Harmonic who will have the opportunity to make their mark as one of the first hires into the US team.

This role is ideal for ambitious self-starters, as there will be massive opportunity to progress quickly into management roles, with the added opportunity to travel to the US. Initially you will receive top tier training at the London Shoreditch HQ, with the possibility to relocate to Boston within the first 12-24 months. Working daily from 12pm-9.30pm will not only allow you to connect with Boston's most innovative tech start-up's but you will also benefit from the unrivalled earning potential (uncapped commission in an extremely lucrative US market when compared to the UK market!).

We also believe passionately that, with a culture of trust and respect, our team can deliver exceptional results while enjoying the flexibility of a 4.5 day working week. This is even more important in the US market as people can enjoy their full weekend here in the UK working on Friday from 12pm to 4pm!





Who we are.

Headquartered in our brand new HQ located in the heart of Shoreditch, Harmonic Group is composed of:

Harmonic Finance Harmonic Operations

With offices located in:

- London
- Manchester
- Boston

We provide Recruitment & Executive Search services to two core areas: Start-Up and Scale-Up businesses, focussing on industries such as Fintech, Biotech and SAAS. With our 'sweet spot' being Financial Controller-to-CFO in Finance and COOs, Chiefs of Staff and HRDs in Operations.

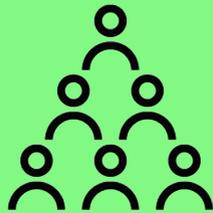
The common thread is non-corporate work environments, where our customers value cultural fit and values as much as they do the candidate's professional experience.



Knowledge



Respect



Community

Why we're different.

We deliver services based on respectful partnerships with our clients. And deal directly with decision-makers- typically Founders, Investors and Board Members. Our work is delivered exclusively in the most part, with just over 30% of our total placement revenue provided via Retained Search. Forget feeding CVs into portals and competing against five other agencies on low margins... we don't believe that this kind of work constitutes a professional career. And neither should you.

Our markets are matched to our colleagues: our Music specialists are fanatical gig goers and record collectors, while our Architecture and Interiors specialists attend design festivals and write blogs read by hundreds of business owners. With this in mind, if you're interested in the chance to work with some of the world's most disruptive, innovative tech start-ups at the forefront of leaps forward in areas including Electric Vehicles, Biotech, Medical Tech, Artificial Intelligence and Robotics, the US market might be the perfect fit. Becoming a genuine specialist in a market you care about makes work more fulfilling and avoids that "I'm just doing this for money" feeling.

Our three company values (Knowledge, Respect & Community) underpin everything we do externally and internally. They're not just for marketing purposes - we embed them into our service offering and all of our daily interactions in the business. Putting our money where our mouth is, we donate 5% of our net profits to charity each year and are the main funder for GetAhead- the UK's largest mental wellness festival. Our annual bonus is also based upon the display of these values which we grade each quarter against objectives.

B Corp

In August 2022 Harmonic proudly became a Certified B Corporation, making us the first Finance & Operations recruitment and executive search firm globally to attain the certification.

B Corp is a movement of companies that have gone through a rigorous vetting process to verify that they meet the highest standards of social and environmental criteria and balance purpose alongside profit. Our score of 96.5 also makes us the 2nd highest ranked agency in the UK!

Certified



Corporation

Directors.

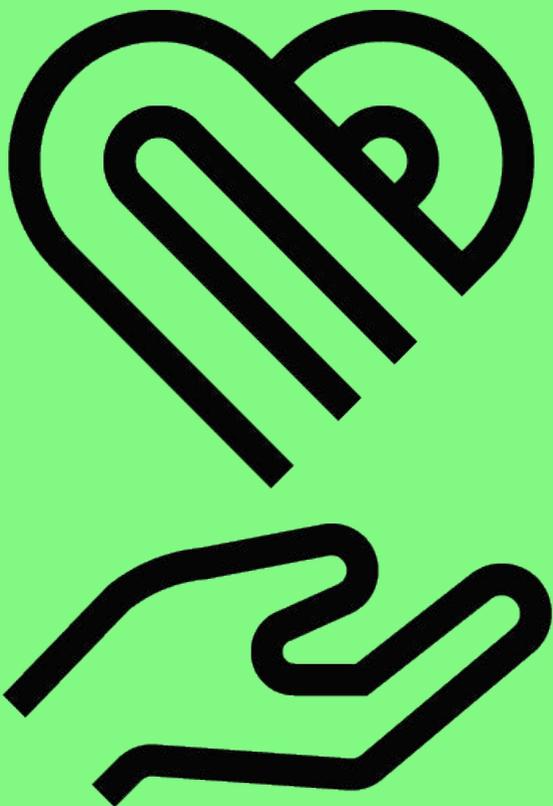


We're proud to be led by Charlie Walker, who although now greyer and heavier than the heady days of 2014, remains the youngest ever Recruitment International (now TIARA) 'Entrepreneur of the Year', having built his first recruitment business to over £30 million turnover aged 24, before a successful sale following the company's #5 listing on the Sunday Times International Track. Charlie is one of the best networked leaders in the UK and a proud judge for 'The Great British Business Awards' as well as Board Advisor and mentor for ethical start-up accelerator: Unrest. Charlie remains very hands-on within Harmonic, and leads on many of our successful retained pitches for CEO, CFO and COO roles.



Our Co-Founder Fin has worked with Charlie for 10 years and has extensive experience of leading retained searches across SaaS, Fintech and Insurance clients within the London markets. Alongside his experience in the UK, Fin has experience working with Biotech, Fintech and MedTech markets on the East Coast. Fin relocated to Boston at the beginning of 2023 to lead the Boston team and establish Harmonic globally!





What we offer.



CAREER DEVELOPMENT

Although we accept that management isn't for everybody, we have a strong preference to recruit colleagues who have ambitions to lead and to help us scale Harmonic in the USA & UK. As one of the first hires in the US market this means huge potential for rapid progression – the Boston office is only the start and those with lofty ambitions could find themselves launching offices in cities including NYC, Chicago, Houston or other major US tech hubs at some stage in their career with Harmonic! If you feel stuck behind the deadweight of middle managers at your current employer and have goals to lead your own market, office or brand, we have the funding and the structure to accommodate your ambitions.

Similarly, if as a new graduate you find the prospect of a larger corporate with slow, prescribed progression somewhat uninspiring then perhaps Harmonic is the place for you!



TRAINING

Led by our Directors, external coach Ian Waddelow and our CIPD Level 5 Qualified Learning and Development specialist, Alex Sharp we are proud of the training and coaching support we can provide. Never secured a retainer with a client? Don't worry, we are hugely confident in our ability to support you in learning Executive Search skills as well as sharpening your contingent perm and interim. There will also be ample opportunity to develop commercial skills around the development of the international brand with the help of our experienced Directors who have set up international teams historically with successful office launches in LA, Houston and Miami.



COMMISSION & REMUNERATION

We don't believe that being commercially driven is inconsistent with our values, and with this in mind have ensured that our commission structure is lucrative and benchmarked against our competitors regularly. We offer the ability to earn life-changing sums, but balance this with a commercial model which enables us to invest in growth, premises and people. And to hold cash reserves which didn't result in redundancies following good old Covid-19.

The US market offers the opportunity to earn sums far in excess of those possible in the UK underpinned by significantly higher salaries in the US which lead to higher fees being generated. With the largest start-up market in the world and venture capital investment dwarfing anything seen elsewhere globally it really is an incredible time to be working with US clients!

Our commission structures are clear and transparent and as part of our recruitment processes we walk through real-life examples to give you peace of mind. You'll be glad to hear that we don't promise "flat X,Y,Z %" only to hit prospective colleagues with 'minimum 120k threshold' small print on their first day.



TRAVEL

As we continue to build our community of candidates and clients in Boston and the East Coast, our US team members will have the opportunity to travel periodically for meetings prior to full relocation.

Our AGM takes place each year in January and we also take the team on an annual company holiday, with our company trip to the Nova Batida music festival in Lisbon in September 2019 being a particular highlight!

We also respect that many of our team don't wish to spend all of their spare time with work colleagues. And with this in mind, many of our incentives involve colleagues being able to take 'them + 1' away. So far we've been proud to fund 5* trips for colleagues and partner/friends to NYC, Marrakech and Bali.



EVENTS

We've delivered six webinars with our partners at The Supper Club and YPO, and since first lockdown to average audiences of 48. But, being frank, this isn't as fulfilling as our usual programme of events of which we're super-proud. Previous events include our 150 person Harmonic 'Talent Tactics to Scale' conference at The Soho Hotel (including major Founders as speakers including Kris Naudts, CEO of Culture Trip), private Star Wars cinema screenings and cocktails and the hosting of 95 person CFO meet-ups in partnership with the UK Government's main technology incubator.



HEALTH

We provide private health insurance through Vitality which includes additional benefits such as an Apple watch, cinema tickets, coffee and other discounts! Mental wellbeing is also extremely important to us here at Harmonic, so we provide up to 2 fully-funded counselling sessions per month to each colleague with a qualified psychotherapist for those who are interested.



CASE STUDIES & TESTIMONIALS

How many of your clients at your current company love you enough to go 'on record'? Well with us we have over a hundred, including some fantastic subtitled video content.



SOCIAL

We have a truly amazing social scene across all our locations. Although we're a very diverse bunch, there's a real commitment to building relationships and spending time with colleagues out of hours. We have weekly drinks in both our Shoreditch and Manchester offices and a social sec for each office to encourage regular socialising!

For the footballers among you, we are proud to field a 7-a-side team in our local league.

What we don't offer.

We're the antithesis of 'lads, lads, lads' culture. So if you're looking for a 90% white male environment where conversation focusses upon Rolexes and the next visit to Marbs, then we're not for you. Best to be clear on that one!

Our remuneration structures are excellent and fair, offering the opportunity for our colleagues to earn life changing sums. And not just in the top 3% that many firms will often hold aloft as a norm which isn't attainable for most. However, we won't offer commercial packages which fail to balance the requirement to invest vs paying new colleagues. We want to build a global recruitment brand of many colleagues.

We should also flag here that we don't believe 'warm desks' exist. New colleagues will be given an amazing platform from which to develop business, and lots of emotional and professional support.



New Developments.

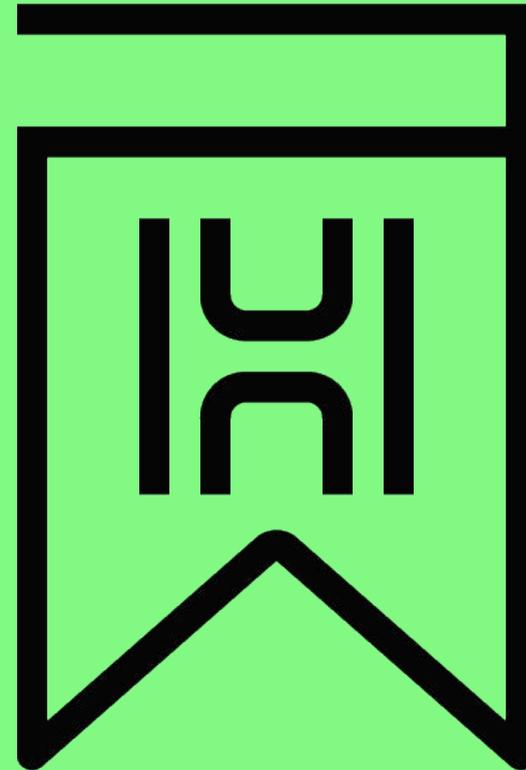
We officially moved into our new HQ office in Shoreditch, London in May 2023. We even have our very own roof terrace over-looking the London skyline!

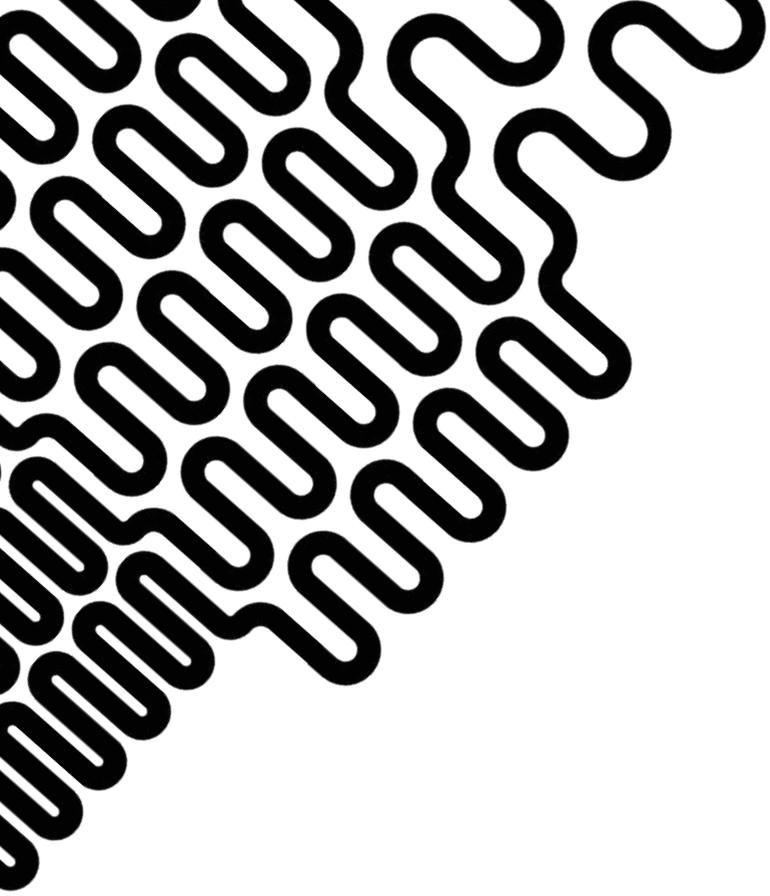
We opened our first office in the USA (Boston, M.A.) back in January 2021, focusing on the recruitment of CFO's and VP of Finance's for SaaS Start-ups and Scaleups within Biotech, Medtech and innovative Food & Beverage industries.

Our Co-Founder, Fin Glanvill, relocated with his family to Boston in March 2023 to continue the expansion of our US office. This will see multiple office launches in the coming years in other key locations across the USA.

Last August, we launched our full re-brand and our four new websites for the UK and USA. This has provided us with a digital presence which will give new colleagues a 'best in class' platform from which to build some amazing customer relationships.

2022 saw the successful growth of our Manchester office where we have moved into a beautiful co-working space focusing on Finance and Operations recruitment into the Creative Industries. This is the first of many national offices Harmonic will open.





Get in touch.

For a confidential discussion about whether Harmonic could be your ideal next step, please contact our Talent team on:

talent@harmonicfinance.com



 [harmonicgroupHQ](https://www.instagram.com/harmonicgroupHQ)

 [harmonic-group-limited](https://www.linkedin.com/company/harmonic-group-limited)

