

Our WHY: A partnership approach to connecting excellence

Organisational values

We add value to our clients and our people

- We care about more than just the transaction
- We stay on top of our game and continuously improve how we work
- We deliver on our promise
- We provide a service with less hassle
- We work with people throughout their entire career journey

We have fun!

- We don't take ourselves too seriously
- We come to work because we like being here
- We celebrate our successes
- We have a strict 'no idiots' policy
- We are professional but not pretentious

We work FOR each other

- We support and encourage each other
- We recognise our team-mates for awesome work
- We compete externally but not internally
- We believe in responsible freedom and autonomy
- We are inclusive and understanding (everyone has a voice)

We take a partnership approach

- We are a trusted advisor to our clients and our candidates
- We share our expertise, as well as our learnings and knowledge
- We are all about collaboration
- We act with fairness, integrity and honesty always
- We give time to our community
- Despite the outcome, the experience is still positive (the supermarket test!)

What we do

Change lives and **open doors** for people

Sources top talent for diverse employers across NZ who are all doing something to keep our country going

Build and sustain meaningful relationships with clients and candidates

Understand the needs of our candidates and clients and **encourage** the conversation for a positive outcome

Masters of our market

FIND

What makes us different

The brochure is the reality - its what it says on the tin!

Culture



- Trust based
- Genuine, fun and relaxed
- Giving and generous
- Like minded people
- Not focused on KPIs
- Leaders' passion and vision for FIND
- Caring and honest
- Fast paced
- New Zealand owned

Ways of working



- Innovative
- Flexible
- Collaborative
- Team based approach
- Autonomous
- Knowledgeable
- In the now
- Digital

Wellbeing



- Well looked after
- Happy, healthy and engaged people
- Can be yourself
- Family feel
- Social connectedness
- Non-competitive and supportive
- People want to work here

Benefits



- Paid day off for your birthday
- Health insurance
- Kiwisaver on top of salary
- Spontaneous gifts
- Work from anywhere
- Rewarded for consulting and building relationships

Personal growth



- Grow your career
- Breadth of roles and clients
- FIND's journey (punches above its weight)
- National presence
- FIND's growth and success
- FIND's commitment and focus on community

FIND