

**THERE
ARE NO
PROBLEMS,
ONLY
SOLUTIONS.**

John Lennon, 1970

**A brighter future
starts here**

B

YOUR

TIME

**BRIGHT
NETWORK**

Together, we're connecting the next generation with the opportunities, insights and advice to succeed as the workforce of tomorrow



Achieving this is no mean feat; it takes an incredible team. A team of people (just like you!) operating at their very best.

To make this possible, we'll do everything we can to help you be the very best version of yourself, both inside and outside the workplace.

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Our story



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Intro

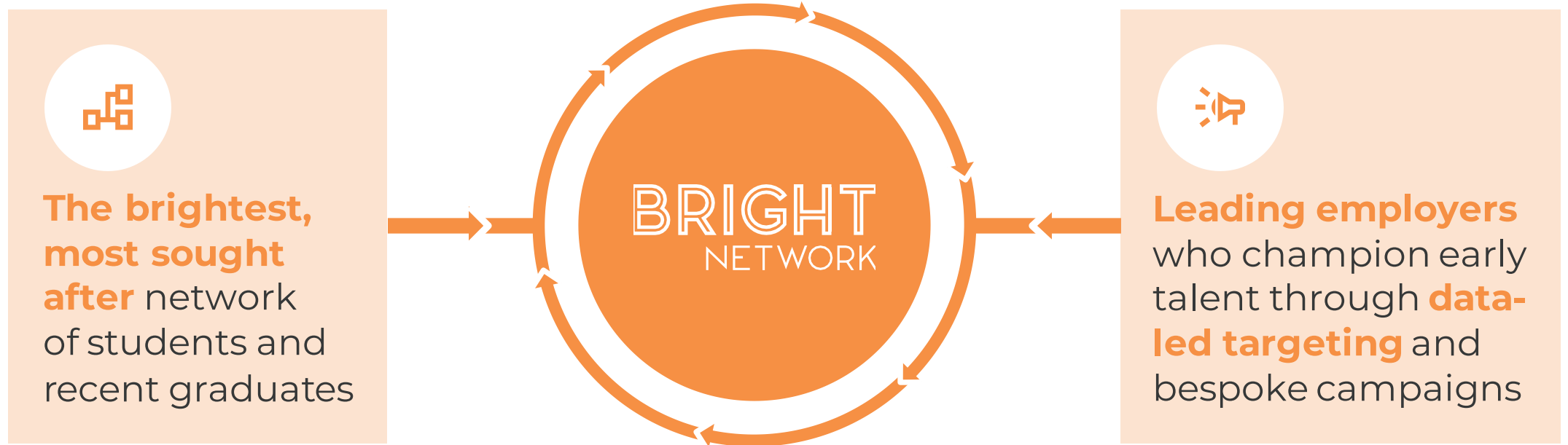
Our story

Culture

Benefits

Next steps

Bright Network is using data and technology to connect employers with today's graduates: the workforce of tomorrow



The leading student and graduate platform for engagement in the UK



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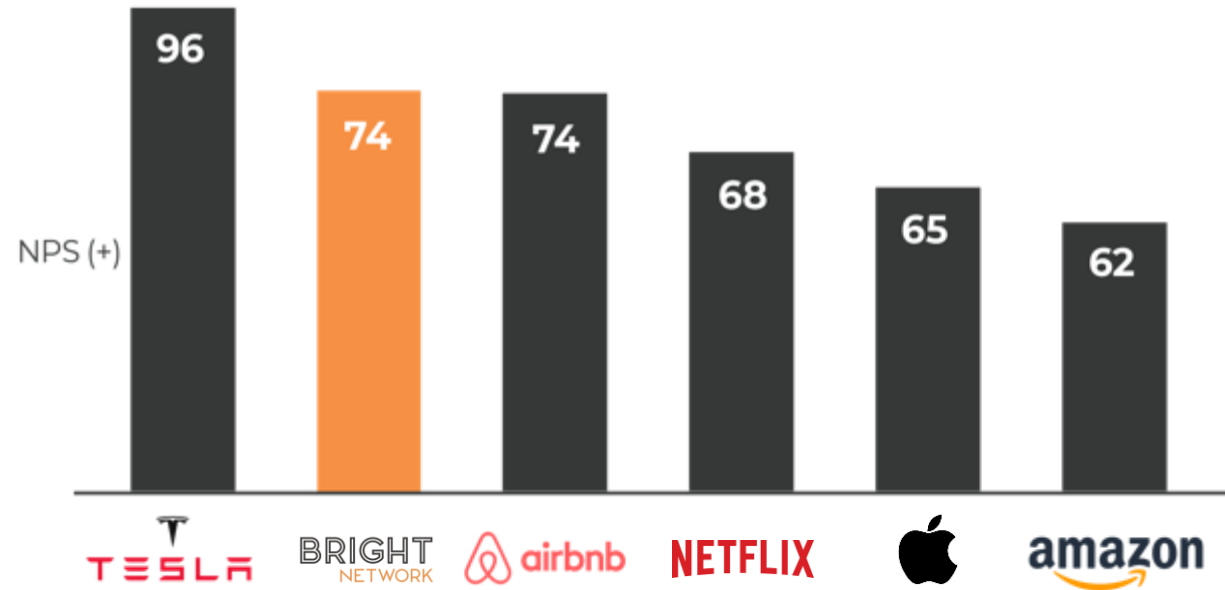
Coming to work knowing that I'm surrounded by enthusiastic, dedicated people inspires me to produce my best work every day, because I know I'm contributing to products that every member of my team, and every member of Bright Network, cares deeply about.

I'm not scared to learn, take risks, and be bold because we work in a no-blame culture without strict hierarchy where everybody's opinion gets heard. It's nice to know that I can grow quickly and feel supported along the way.

Adam Nash
Software Engineer

OUR STORY

Taking a customer-centric approach to everything we do



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It's great to be part of an open-minded team that values flexibility and prioritises the needs of its users. The commitment to embracing a data-driven approach and providing support for learning and growth, coupled with a modern tech stack and a collaborative spirit, cultivates a really inspiring and enjoyable work environment.

Cristina Bardas
Software Engineer

Working together with leading brands from across the globe

Supporting organisations



Leading employers





Career service partners



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OUR STORY

We're set up for growth

-  We're financially backed for **rapid growth**. Our partner Maven Capital Partners recently invested a further £5m, making it a total of ~£15m.
-  We consistently grow revenue at **30-60% YoY**, with ambitions to go further!
-  We've gone international! We've recently launched in the German market and are expanding into **new European markets** this year, launching **new products** and services which are disrupting the market.
-  We're focused on building the very best global platform, connecting our members with leading employers from across the globe through our purpose driven approach.

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"I'm genuinely inspired everyday by the people at Bright Network. Using first-class technology and a personal approach, we're changing the world of graduate careers for the better. It's an exciting journey to be on."

James Uffindell
CEO & Founder

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WORK+PLAY
THE CULTURE CODE
DANIEL COVLE

CEBRATING

CEBRATING





At Bright Network, we'll give you the platform to show how good you are

Our values are the guiding light behind our incredible team culture



Growth Mindset

You're capable of achieving remarkable things. You proactively seek out opportunities to push yourself knowing that there's no such thing as failure, you'll simply learn fast, dust yourself off and try again. You seek improvement not perfection, and embrace feedback from everyone around you.



Will to Win

You always strive to exceed expectations and deliver the highest quality results for the business – our clients, our members and yourself. You bring focus, resilience & passion to the table, thinking commercially to draw on resources wisely to achieve incredible things.



Trusted to deliver

You're an ever-dependable team player who takes the time to listen, empathise and understand. You make business-led decisions, delivering outcomes you have committed to. You're honest in admitting to mistakes and asking for help when needed. You avoid politics and look for positive solutions to any challenge.

Growth Mindset



For us this means:

- ✓ We take on work that's unfamiliar to us and pushes us outside our comfort zone.
- ✓ We proactively seek out feedback and do our best to take it on board.
- ✓ We self-reflect on areas of improvement and invest time in growing as professionals.
- ✓ We offer positive and constructive feedback to each other whenever the situation arises.
- ✓ We seek out the learnings where things don't go to plan.
- ✓ We ask questions, challenge assumptions and participate openly in discussions.

Will to Win



For us this means:

- ✓ We bring energy & enthusiasm to every meeting.
- ✓ We push ourselves, rather than waiting for others to push us.
- ✓ We pick ourselves back up if something doesn't go the way we'd hoped.
- ✓ We seek out opportunities to exceed expectations.
- ✓ We focus on solutions rather than problems.
- ✓ We look for ways to be more efficient with our time & resources.

Trusted to Deliver



For us this means:

- ✓ We take pride in the quality of our work & hold each other accountable to these high standards.
- ✓ We ask for help from those around us and work together to find solutions.
- ✓ We own up to mistakes, avoid blame and take action.
- ✓ We meet deadlines & manage expectations.
- ✓ We seek out opportunities to support others across the company.
- ✓ We respect everyone we work with and avoid politics.
- ✓ We advocate that the best idea always wins.

How our values inform our Engineering principles



- ✓ We factor L&D time into sprint cycles to prioritise developing your technical expertise
- ✓ You'll be empowered to focus on solving problems (rather than completing tasks) and have high levels of autonomy on how you do this
- ✓ We use peer code reviews before anything goes live on the platform
- ✓ Our bi-weekly retros include post-mortems that are entirely blame free and focus on learnings
- ✓ We focus on user-centred design practices to ensure the customer is always at the centre of whatever we build
- ✓ Daily stand-ups to ensure we're collaborating and problem-solving as a team

What working in our Product & Tech team means for your career

Exciting Growth



Our tech & product teams are at the heart of our recent investment round & will continue to be a key investment as we scale.

Focus on Quality



Working within a tech & product team who take pride in producing high quality code – to build a high quality platform.

Supportive Environment



An ego-free environment with minimal red tape and hierarchy, where the best idea always wins.

Autonomy and Potential



The freedom & autonomy to take on the work that will help you grow and develop your technical expertise.

Best in Class Technology



In addition to your choice of hardware, our tech stack consists of modern technologies including TypeScript, Terraform & Tailwind!

Joining Bright Network

We're an exceptional team, made up of exceptional individuals. We want everyone who joins the team to strengthen us - that's why we take hiring seriously. So if you're joining Bright Network you can rest assured you've smashed our interview process and we believe in you!



We're a sports team, not a family - we seek to surround ourselves with the best in the market.



We all want to achieve the very best results we can in our working environment.



We know how destructive the wrong hire can be and how much brilliance a great hire can unleash.



We always aim to hire the very best from the available talent pool.



We have a thorough hiring process with trained interviewers to make all of this happen.

Benefits

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Our employee benefits

Financial Wellbeing



Professional Wellbeing



Mental & Physical Wellbeing



We strive to support our colleagues in every way, from building an incredible workplace culture to providing challenging work that helps you learn and grow.

Our employee benefits package has been crafted to help you look after yourself financially, professionally, mentally and physically.

Financial Wellbeing

Ensuring that everyone feels fairly rewarded, has their hard work recognised and can be financially secure for the future.

- ✔ **Enhanced parental leave offering**
- ✔ **Enhanced pension contribution through Aviva**
- ✔ **Company-wide annual bonus scheme**
- ✔ **£100 peer-nominated Rockstar Awards**
- ✔ **£250 Quarterly Game Changer Awards**
- ✔ **Employee referral scheme**



Professional Wellbeing

Endless opportunities and exciting challenges come with a fast-paced scale-up business. That means we are always learning.

- ✓ **Monthly lunch & learns from internal & external speakers**
- ✓ **Budget for your home-office set-up with your choice of hardware for the best possible working environment**
- ✓ **Training budget for individual & team training needs**
- ✓ **L&D time integrated into each sprint**
- ✓ **Hack days each Quarter to work on the work that interests you**

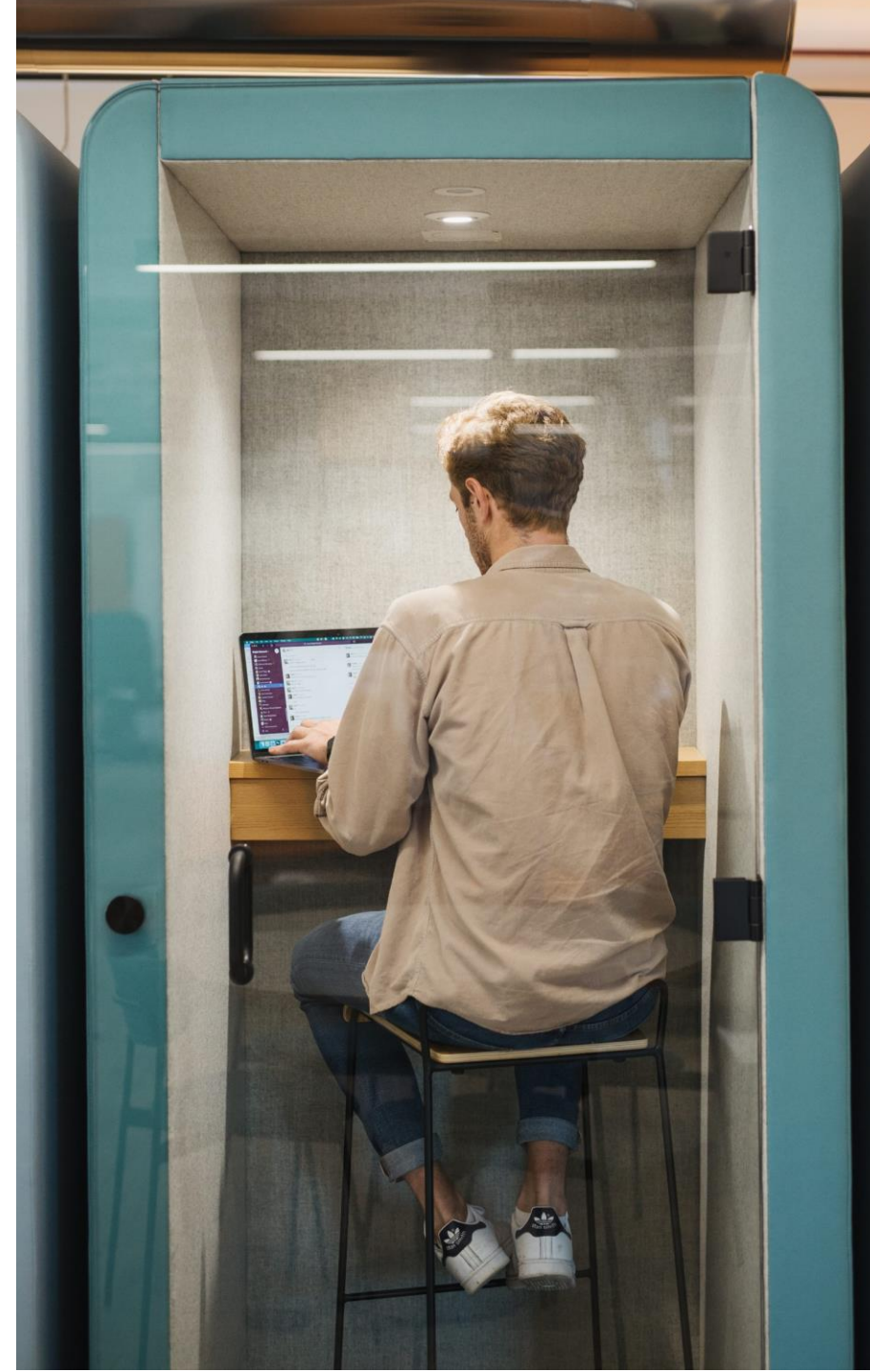


Mental & Physical Wellbeing

Happy, healthy, well-rested people do better work. It's that simple. We provide you with the tools, environment and support you need.

- ✔ Flexible & Hybrid working policy
- ✔ Unlimited annual leave
- ✔ £50 monthly wellbeing allowance
- ✔ Private healthcare plan
- ✔ Company & team socials
- ✔ Brilliant office spaces!

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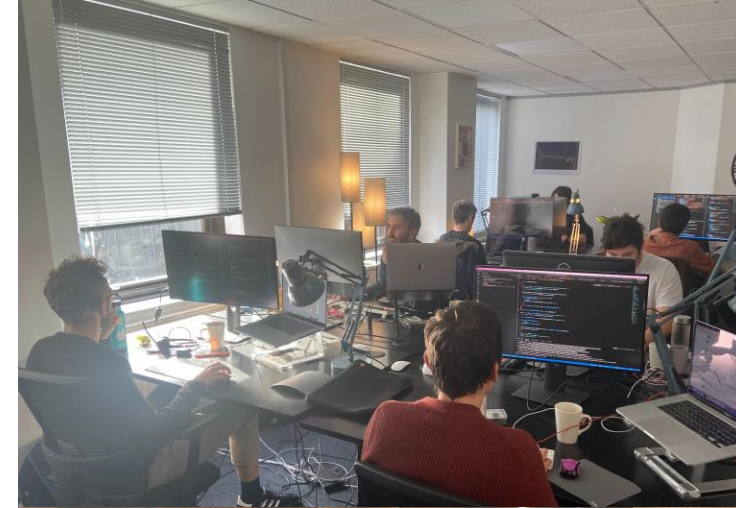
Our offices

Our Tech & Product team work from our Edinburgh office based in the Regus on George Street.

We know that quiet space to focus is a must-have for our Engineers, so we have two separate working spaces. One is for focused work and one for collaboration so that you have the environment you need to do their best work!

Every Thursday we work in the Edinburgh office together, and so you'll be required to work in the office on this day each week. We find this in-person day helpful for gathering around the whiteboard and meetings better placed outside of Zoom. You're also welcome & encouraged to use the office as much as you like beyond that.

Our HQ is in London, where our non-Tech teams are based. There are plenty of opportunities to travel down to London for social and company-wide events too.



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We're a team on a mission!



Have you got the Growth Mindset?



Have you got the Will to Win?



Are you Trusted to Deliver?



At Bright Network, we'll give you the platform to show how good you are... so join our team and be part of our future!



Email hire@brightnetwork.co.uk or check out our [open vacancies here](#).

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"Joining Bright Network means doing incredible work, alongside incredible people. We're always looking for the very best talent to join the team, so you like what you've read so far and want to find out more - get in touch today!"

Ally Monk
People Team