

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

*John Lennon, 1969*

**B**

**A brighter future  
starts here**

**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.



# Our story

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Choose a career Apply for internships Ready for jobs Career advice Academy training Events Testimonials



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Intro

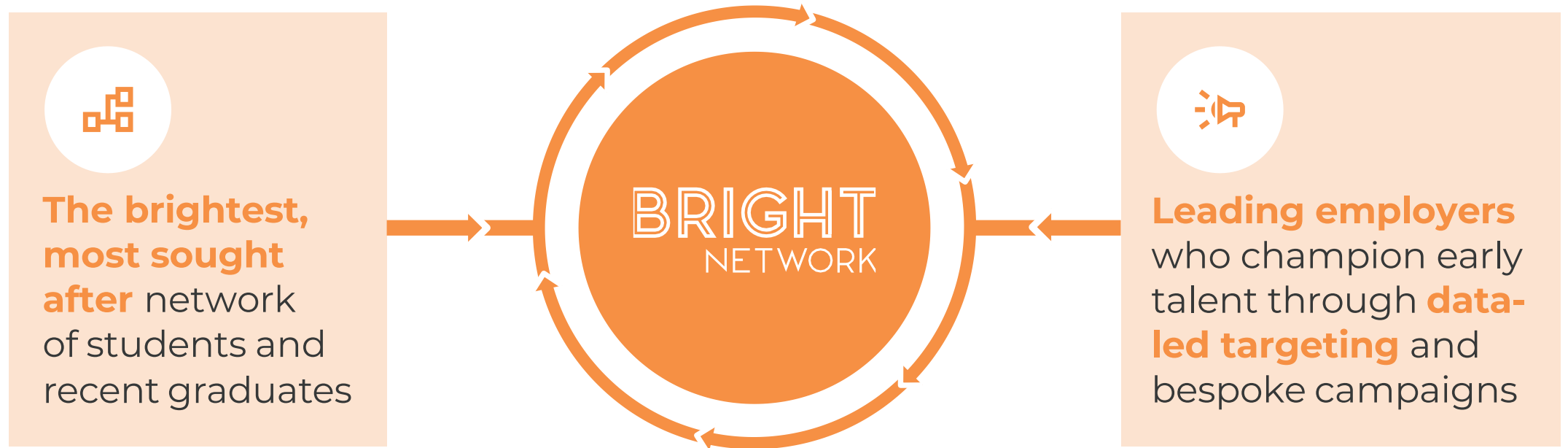
Our story

Culture

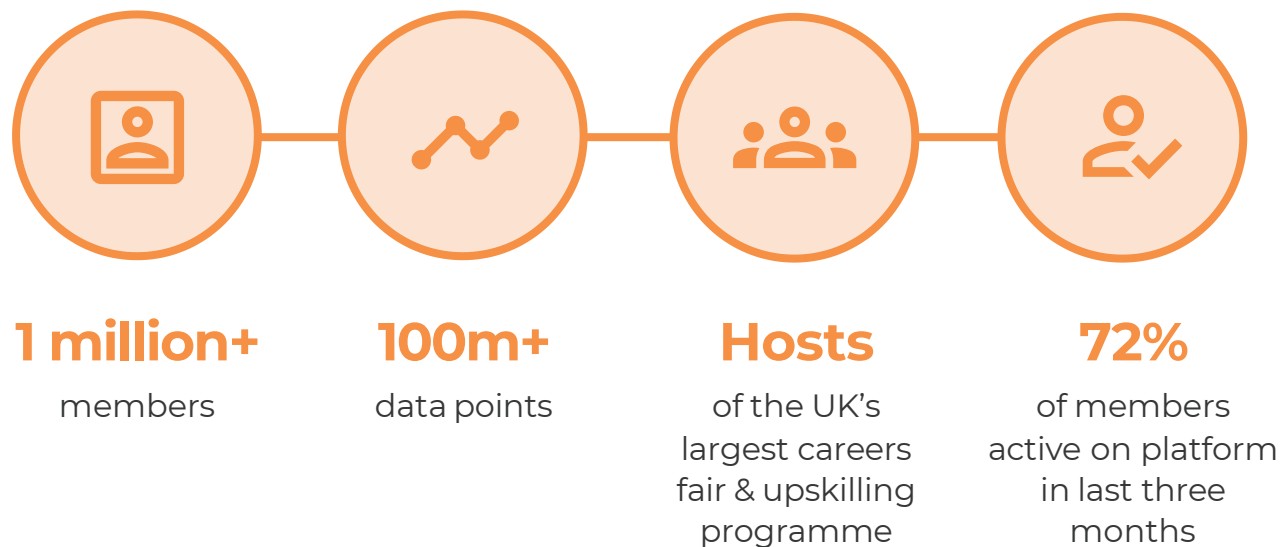
Benefits

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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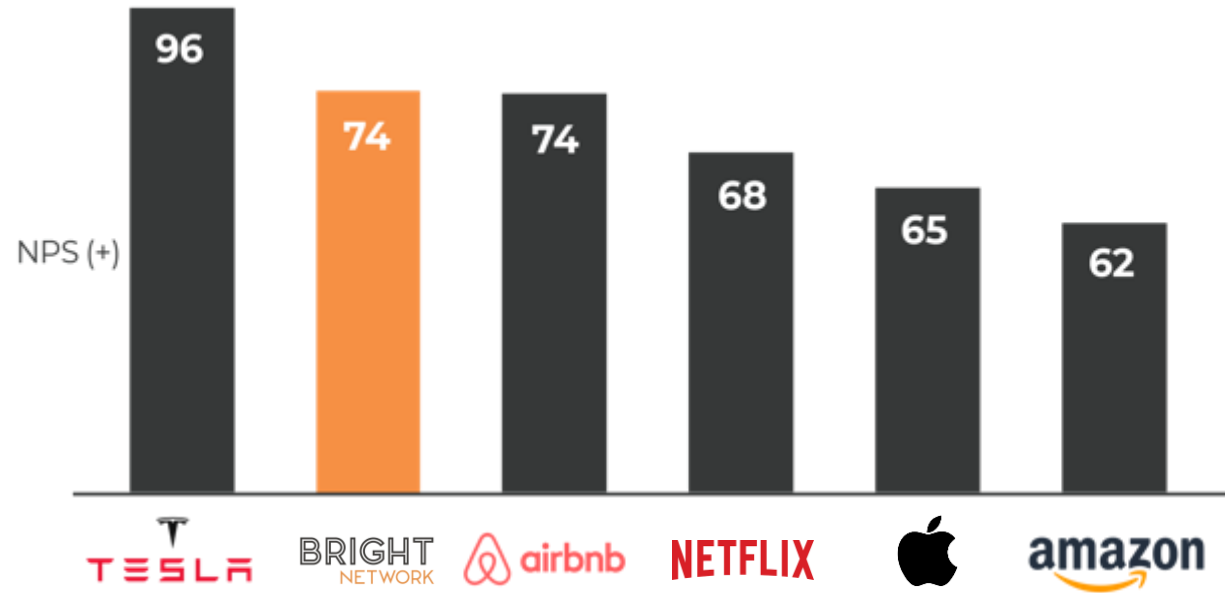


"I've secured Spring Weeks at Barclays, J.P. Morgan and Goldman Sachs. At every stage of the application process, Bright Network was immensely helpful. Continue to inspire a generation!"

**Victor**  
**University of Warwick**  
**Bright Network member**

## OUR STORY

# The leading student and graduate platform for engagement in the UK



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“It’s a fun and an exciting place to work with lots of opportunities to take on new, challenging and innovative projects.”

**Hester Watson**  
Events Team



# 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 £3.5m, making it a total of ~£8m.



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 are currently transitioning from managed service to a **SaaS business!**



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**



# Our culture

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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

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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

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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

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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 work until completion, not to hours.
- ✓ 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.



# What our culture means for you and your career

## Exciting Growth



At Bright Network, you're working with an established brand with a bright future.

## Highest Quality



You can have confidence in what you do, and know we do it brilliantly.

## Supportive Environment



You'll have the right people around you, the right working environment and the right perks.

## Autonomy and Potential



At Bright Network, you'll have trust, freedom and unlimited potential.

## Technology and Challenge



We'll give you the right kind of professional challenge and support to thrive.

# 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.

# Diversity, Equity, Inclusion and Belonging

**Our aim is to create and maintain a work environment where everyone is heard and everyone feels they belong.**



## Hiring

We've established recruitment practices that help us ensure we always hire the best candidate for any role.



## Culture

Our culture helps to continually educate our team members on the views of others.



## Pay

Our policies & remuneration packages are built to treat everyone fairly, whilst accommodating for the diverse team we have.



## Change

We recognize no pledge to DEI&B will ever be complete so we're continually reviewing our practices.



# Our Diversity, Equity, Inclusion and Belonging Statement

To view our full Diversity, Equity, Inclusion and Belonging statement, please [click here](#).

We know that no pledge to Diversity, Equity, Inclusion and Belonging will ever be complete or perfect. As a result, we are continually reviewing our processes to ensure we are doing as much as possible to champion DEIB at Bright Network.

If you have any feedback for us, we encourage you get in touch at [hello@brightnetwork.co.uk](mailto:hello@brightnetwork.co.uk).



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# 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.

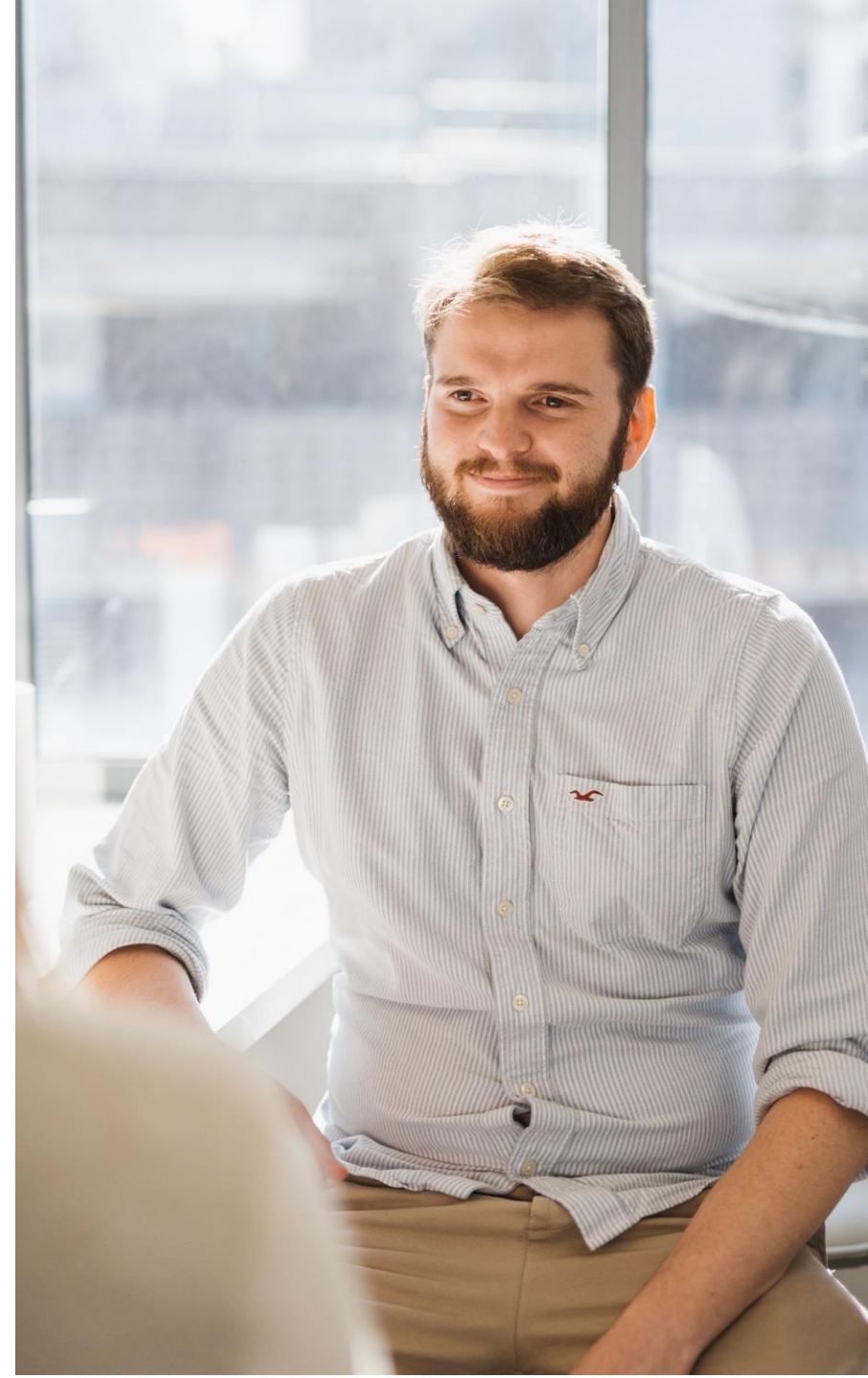


# Financial Wellbeing

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**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
- ✓ Training budget for individual & team training needs

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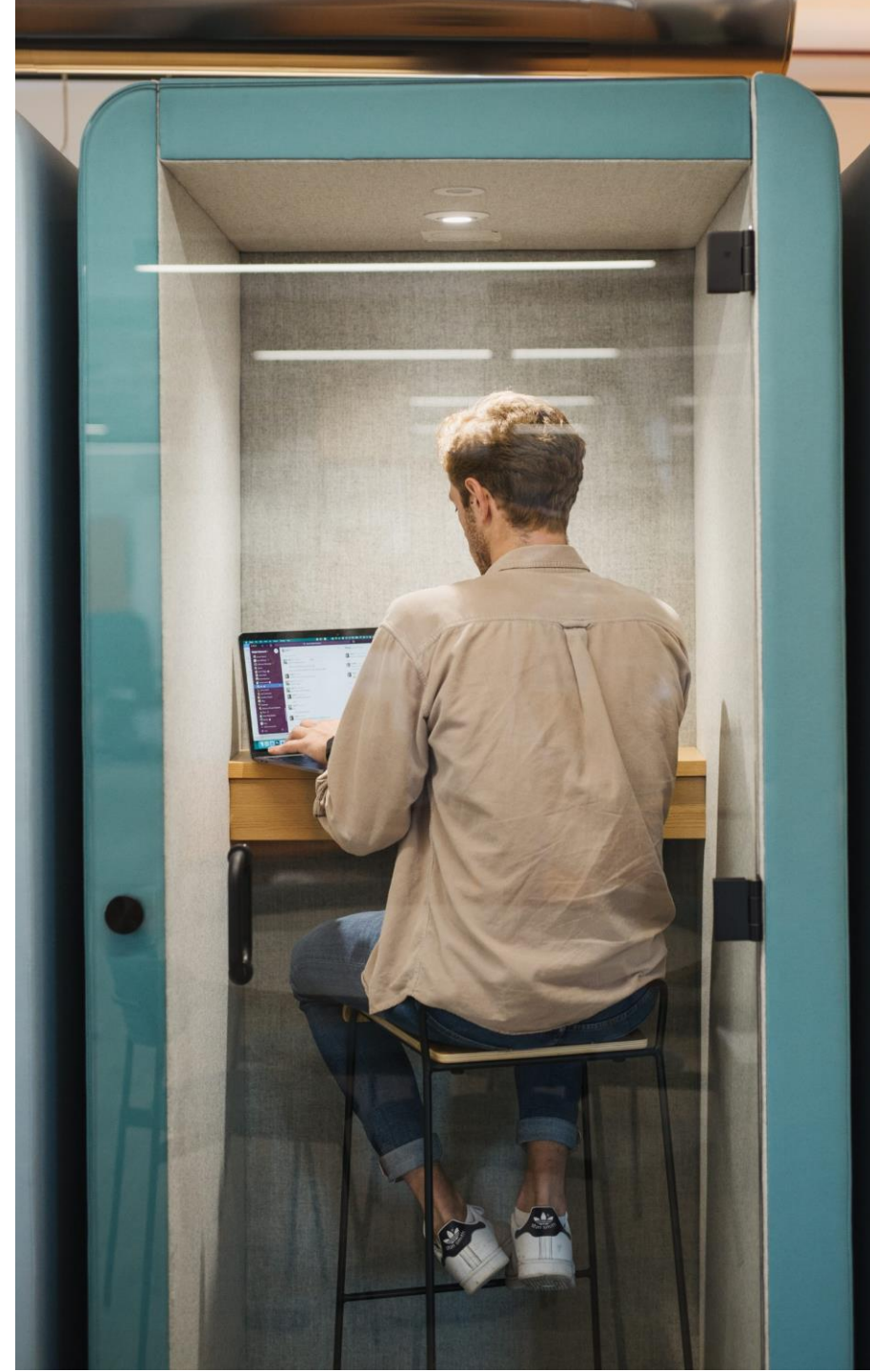


# Mental & Physical Wellbeing

**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
- ✓ 28 days annual leave + 2 weeks off at Christmas + local bank holidays
- ✓ £50 monthly wellbeing allowance
- ✓ Private healthcare plan
- ✓ Company & team socials
- ✓ Brilliant office spaces!

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# Our offices

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## London & Edinburgh

Our London office is a great place to work from. There's a fun, sociable buzz plus some great lunch options around Liverpool Street & Spitalfields. As well as our regular Friday drinks, the offices are also kitted out with:

Healthy snack station | Foosball table | Bike station & showers

Sonos speakers | Beer tap, wine fridge & soft drinks

Our Edinburgh office is our technology hub. 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 they have the environment they need to do their best work!

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“I’ve done two spells at Bright Network now. Key to my decision to come back was company culture and the people, it’s great to be back”

Joe Mackley, Bright Network Technology Academy

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# Next steps

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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 our Internal Talent Partner [shanice.hicks-coffey@brightnetwork.co.uk](mailto:shanice.hicks-coffey@brightnetwork.co.uk) or [hiring@brightnetwork.co.uk](mailto:hiring@brightnetwork.co.uk). Check out our [open vacancies here](#).

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*"Interested in working for us?  
Get in touch!"*

**Shanice Hicks-Coffey**  
Internal Talent Partner



"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**  
Head of People