



# Leap into your Future Career

Join more than a business, join the

Leap29 Partnership

Graduate and Undergraduate  
Career Opportunities

**Leap29**

Global  
Recruitment  
Solutions

## 1. Our People's Partnership

Not just an employee, but a partner

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## 2. Your Career Progression

Not just a job, but a career

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## 3. Our Culture

Not just a business, but a family

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## 4. Your Work Life Balance

Not just a nice-to-have, but a given

# Introduction to Leap29

At Leap29 we are an established global recruitment business, but with a family feel.

Our people are firmly at the heart of what we do, which is why we take the time to invest in what truly matters to them.

As a graduate with Leap29, we provide you with the right tools and opportunities to grow personally and professionally. Our team are extremely experienced and act as mentors throughout your career.

As a result, we have received a number of highly regarded employer of choice awards and accreditations, including:



# 1. Our People's Partnership

## Not just an employee, but a partner

Unlike many businesses, at Leap29 you are not just an 'employee' you are a partner.

We have a flat business structure, where everyone in our team takes ownership of the business and shares in its success.

This includes our companywide share scheme, which pays out every two years to all our members. We believe there is no better way to unify our team and recognise them for our achievements.

Our People's Partnership also includes strong employer values, which help unify us as a team and guide the behaviour of the business and individuals.

### **Shared Goals**

We set goals and work together to achieve them. As individuals, we all possess different abilities, but we promote each other and achieve more collectively as a team by sharing our knowledge and skills.

### **Trust Culture**

We have mutual trust and respect throughout the business. Our team are given autonomy and flexibility to do their work and in return take accountability for our performance.

### **Ownership and Responsibility**

We take ownership of the business's performance and use the initiative to bring about positive results. We have pride in what we do and take responsibility for our own professional development.

### **Entrepreneurial Mindset**

We have an entrepreneurial mindset where we identify and make the most of opportunities, overcome and learn from setbacks and use innovation to succeed.

### **Celebrating our Success**

We have a culture of success, where we regularly celebrate achievements through recognition and rewards. Everyone's contribution is valued, and we all share in our success together.

## 2. Your Career Progression

Not just a job, but a career

We support your progression, ensuring you are engaged, fulfilled, and moving forward within your career.

Whether you are new to recruitment or experienced in the role, when you join Leap29, you will receive a tailored training program and a 1-1 mentor to guide you throughout your career.

We also have a structured career path that provides you with the right tools and opportunities to progress at all stages of your development.

Last year we launch our Leadership Development Scheme for our current and future leaders within the business. The program includes strength-based training, utilising our teams' natural skills to help improve our management structure, working culture and employee engagement.

Your Career Progression



Your Career Progression

Not just a job,  
but a career

### 3. Our Culture

Not just a business, but a family

Life is too short to work somewhere that you don't enjoy.

That's why we invest heavily into making sure Leap29 is an enjoyable place to work, from peer-to-peer recognition schemes to fun Fridays and monthly pub clubs.

As part of this, we have culture champions from across the business who meet quarterly to discuss ways to enhance our company culture and increase our employee happiness.

This helps us improve areas that truly matter the most, from health and wellbeing, social events, employee engagement, charity, global impact, employee benefits and working environment.



## 4. Your Work Life Balance

Not just a nice-to-have, but a given

We offer a hybrid working model and flexibility around working hours to fit your lifestyle.

Over the last year, it is undeniable the way businesses work has changed. Working 9-5 in an office, five days a week is no longer seen as the norm. We have all adapted and become stronger by doing so.

During this time, Leap29 experienced first-hand the incredible outcomes of a remote team. Which is why we have decided to offer flexible hours and hybrid working indefinitely, providing increased work-life balance and peace of mind for our teams globally.

### **Hybrid Working is the Future**

Allowing you to work from home or the office depending on your requirements. This provides the flexibility of working from home and the benefits of communities, mentorship, networking and creativity when in the office.

### **Flexible Leave**

Planning the trip of a lifetime and need extra leave? No problem, with our flexible leave, you can rollover unused leave or purchase additional days depending on your requirements.

### **+ Bonus Days**

We also provide a bonus leave day for your birthday, so you never have to work on your birthday again! As well as a charity day, so you can take a paid day to volunteer with a charity that is close to your heart.

### **Flexible Hours**

We offer flexibility around your start and finish time, as well as the option of an extended lunch break during the day. This allows you to fit work around your life rather than the other way around.

### **Social Events**

We have regular team social events, including fun Fridays, monthly pub club, team lunches, quarterly incentives and yearly summer and Christmas parties. Over the years, we have gone to Chester Races, Crystal Maze, All-Star Lane Bowling and The Comedy Store, to name a few!

# Our Success Stories

Not just our opinion, but theirs

At Leap29, it is the people that make it truly such an incredible place to work. We have 8.7 years medium tenure, which is light-years above the average in our industry.

We treat each person as an individual, supporting them with their goals and ambitions. Whether it is career progression, a healthy lifestyle or working around busy family life, our team can rely on us for support.

We have a real family culture, and when you join our team, you join more than just a business.



“Leap29 is a great company to work for. Despite joining the team during the pandemic, I really feel apart of the company and have valued the warm, friendly culture here. I have been given a significant amount of time from my manager to ensure that I understand the role and the Industry and this has really enhanced my learning.

You are rewarded for your hard work and Leap29 endeavour to ensure that there are exciting incentives to motivate staff to get results.”

**Alanna Brown,**  
**Recruitment Consultant**



“Leap29 is like having your own business with the added bonus of having fantastic mentors around you to guide and support you.”

**Sam Royle,  
Recruitment Consultant**



“As a new starter with no experience in recruitment, it’s been incredible having such a supportive team around me. My dedicated manager/mentor has been fantastic, showing me the correct processes and encouraging me to put them into practice, which has been great for my performance and confidence.”

**Tom Wynne,  
Recruitment Consultant**



“Leap29 is a fast-growing business, and I love the opportunities that growth presents for my career. Every day, I am learning and developing new skills and more recently, I have completed the CIPD level 5, which Leap29 funded with a huge amount of support and encouragement from my manager.

The one thing I have to say I love the most about Leap29 is the People. We are one big team, we work hard in supporting each other, and we rally together to celebrate our successes.”

**Andrea Mason,  
HR and Talent Acquisition Manager**



**For more information**

Visit the Leap29 website at

[www.leap29.com/join-our-team](http://www.leap29.com/join-our-team)

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