



EQUAL EXPERTS

CANDIDATE PACK

EQUAL EXPERTS: CHIEF PEOPLE OFFICER

Equal Experts CPO Search: In association with Peeq



ABOUT THE ROLE

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1.

Why we need a Chief People Officer

At Equal Experts our culture and values have been paramount in achieving our successes to date. Recently ranked the 2nd Best Place to work in the UK in Glassdoor's Employee Choice Awards 2020 (2nd only to Google), we now seek a CPO to help us achieve our longer term goals and growth targets.

Sitting on the board and working directly with the COO and CEO, this new role is of critical importance in ensuring that the autonomy, responsibility and community aspect that runs through our organisation is nurtured and protected as we grow both here in the UK and globally.

You will help shape and execute Equal Experts' global strategy through the people lens - building a culture of accountability and collaboration with the smallest possible amount of hierarchy and red tape - based on self-determination, self-discipline and intrinsic motivation, where people are trusted by default, at scale.

Salary: competitive

Location: London (with flexible working and some global travel)

WHAT ARE WE LOOKING FOR?

- 1 This individual must have worked in a CPO (or equivalent) role for a £300m+ revenue company or bigger.
- 2 We would want this person to have had experience taking a c.100 people company to a c.1000-3000 people company.
- 3 Ideally we'd like you to have had previous experience in a Technology and/or Consulting led business to have context on our space and associated challenges.
- 4 We would really like this individual to have a professional qualification in Coaching and significant hands-on Coaching experience.
- 5 We are not looking for an HR Operations Leader - we absolutely need to see that this person has experience of building a culture of freedom and responsibility in their previous role as an HR leader.

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WHO ARE EQUAL EXPERTS?

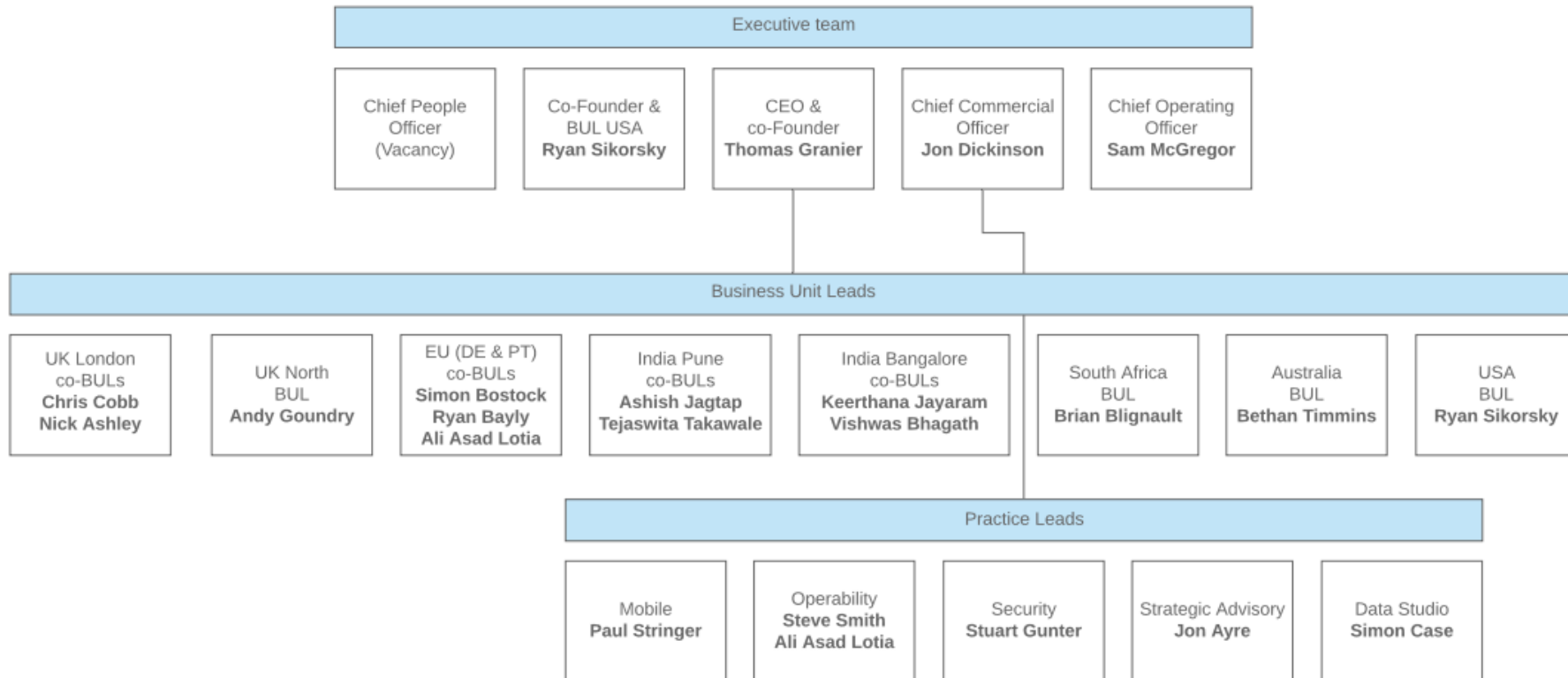
Equal Experts makes simple solutions to big business problems. We provide tailored, end-to-end services in software development and delivery – from user research and design, to technical architecture, development and QA, all the way to devops, continuous delivery, hosting and support.

With offices in the UK, US, Portugal, India, Canada, Germany, Australia and South Africa, our network of over 1,000 experienced software consultants – a blend of permanent employees and associates – has created software for a wide range of public and private sector clients. These include organisations as diverse as HMRC, the Home Office, O2, Camelot and major institutions in the publishing, financial and retail sectors. Continuing growth saw our total sales reaching £105 million in 2019/2020.

We're proud to have been voted as having one of the best working cultures in the UK in the 2017 'Leadership and Culture at Work: the CMI/Glassdoor Top 20'. We aspire to be 'a company of grown-ups' – somewhere that experienced, talented people can truly be themselves, and collaborate with like-minded colleagues to create innovative, simple solutions to challenging business problems.



LEADERSHIP ORG CHART



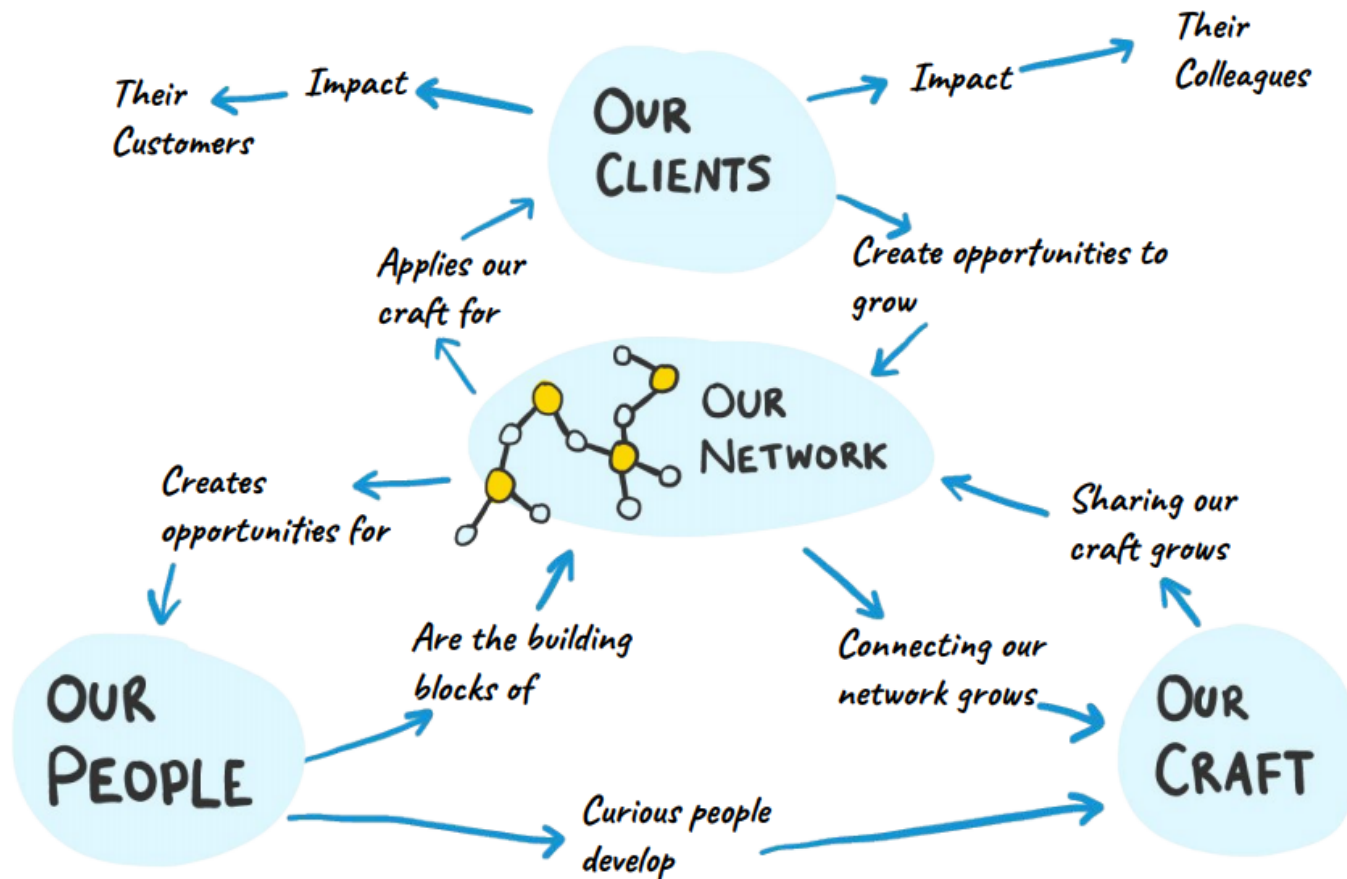
PURPOSE & GOALS

Our purpose is to achieve our 4 goals:

Our clients	Use our expertise in our clients context to achieve results that neither of us could imagine alone - leaving them in a better place as a result.	Be constantly curious about new ways to apply technology to improve organisations and the people & societies they impact	Our craft
Our organisation	Grow and sustain a collaborative network of people, teams, partners and clients that benefits all members	Be a haven for makers and those who support them, where all behave as grown-ups, free to be the best version of themselves	Our people

UNDERSTANDING OUR PURPOSE

Does this help you understand our purpose?



CORE VALUES

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6.

DELIVERY

- We narrow our focus, but widen our context.
- We value agility and feedback, but 'being Agile' is not our goal.
- We value business outcome over working software
- We balance user needs and business goals
- We value long lasting change and practical innovation over being visionary.
- We value a passion for learning over knowing all the answers.
- We deliver as a team of equals.
- We value client success over getting recognition.

TECHNICAL

- We value straightforward software that is easy to reason about, refactor and test over the tersest possible code.
- We value overall simplicity over localised simplicity.
- We are responsible innovators.
- We value team-based ownership over individual technical ownership.
- We value software developed with a focus on operation and maintenance in production.
- We practice constant verification, not wishful thinking
- We are delivery focused, not academic.

CONSULTING

- We wear shoes.
- We show respect.
- We understand the bigger picture.
- We empathise.



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WORKING FOR EQUAL EXPERTS

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7.

Equal Experts aims to be a special place to work – somewhere that is genuinely a community, not simply a company.

We're proud that our flexible and welcoming culture encourages talented people to work on the most interesting, challenging work of their careers.

Whether you work with us as an associate, one of our permanent staff or as one of our clients, our hope is that you'll enjoy being part of a team of mature, pragmatic people who are all exceptional at what they do.



'GROWN-UPS' IS SHORTHAND FOR THE KIND OF PERSON – THE KIND OF ATTITUDE – WE LOOK TO WORK ALONGSIDE.

It summarises the responsible, self-disciplined people that exhibit the depth of experience and the personal behaviours required to create high-performing, ego-free teams. As such, the vast majority of our people have at least 10 years' experience in creating meaningful commercial software, for all kinds of clients.

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