



EMPLOYEE VALUE PROPOSITION

Here's what Leonid can offer in return for your experience, skills and commitment



NATURE OF WORK



Working at Leonid is very different to your average recruiter: you are playing your part in our mission to redefine the process, using a retained search model with guaranteed timeframes: our [Magic Month](#) methodology. This isn't always straightforward – but it is ultimately far more rewarding.

CULTURE



We have a culture of trust – there is no such things as micro-management at Leonid. We retain the spirit of a start-up but combine this with a mature attitude. In spite of our workforce being dispersed across Europe, we work very much as one team, with regular opportunities for interaction.

WORK-LIFE BALANCE



Everyone has the option to work in an office, from home or a combination of the two. We want everyone to work from the environment they feel most productive in and appreciate that this varies from person to person.

BENEFITS

Our benefits offering is heavily focused on wellbeing and providing perks that people actually want! In addition to a competitive salary, there's a quarterly wellbeing bonus and extra day off, health insurance, unlimited mental health support and quarterly meet-ups in exciting places.



LEARNING & DEVELOPMENT

Leonid employees are typically intellectually curious and enjoy continuous learning. In addition to regular, in-house training sessions, everyone has a generous L&D budget to enable them to upskill in any areas where they feel it would help them.



PEOPLE & DIVERSITY

We are all from different backgrounds, speaking 10 different languages. We believe much of Leonid's success down to this diversity and ability to connect with people from all walks of life. We're also proud to have created an environment where everyone can feel comfortable bringing their true selves to work.



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WILL WE MAKE A GOOD MATCH?



Leonid is a vibrant, special place to work and if your values align with our own, then the possibilities are endless. However, we are all different creatures and this environment isn't for everyone. It's important to consider the challenges when deciding whether or not there will be chemistry.

Leonid might not be right for you if...

- ✗ You prefer to take the easy route to success
- ✗ You aren't comfortable selling 'a different way of working' to clients
- ✗ You like to take direction, rather than drive your own destiny
- ✗ You don't enjoy the detailed work which inevitably comes with being part of a small business

However, if you think you've got what it takes, you will find Leonid to be an incredibly rewarding, challenging and fun place to be!



Here's what our team love about Leonid

I love working with people who are really good at what they do. We all continuously learn from each other.

It's so rare to find a company which genuinely cares about each team member and where everyone gets along so well!

Leonid's 'work from anywhere' policy is really empowering and we are all trusted to do our jobs to the best of our ability.

The leadership is truly inspirational and they promote a culture of meritocracy and mutual support.

James hasn't hired external people into senior roles; instead he has supported existing team members to grow and be promoted.

Any feedback I've given to the Leonid leadership team has been listened to and quickly acted upon.

DO THE RIGHT THING, NOT THE EASY THING