

**Work the way  
you've always wanted to.**

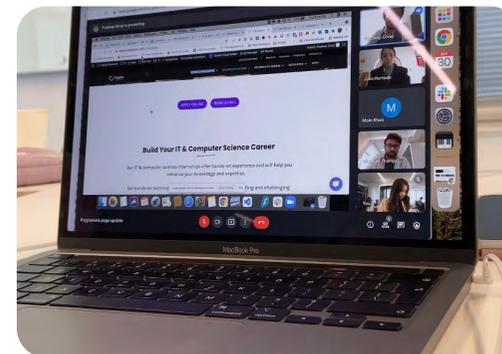


Capital-placment.co

# Working at Capital Placement

We're a tight-knit remote team with hubs in London and Colombo, and teammates everywhere in between. You can be anywhere in the world and be a part of Capital Placement - it's not the location that unites us, it's our mission.

Whether you've just joined us, or are looking to to do so in the near future, we hope this will shed a little light on why we love CP!





**So, what does Capital  
Placement do?**

**We fill the gap between  
university and your first job.**

# Our culture

Our team is at the core of everything we do. Our diversity unites us and our commitment to continuous learning, together with our appreciation for the fun side of life, drives our success. We work hard to maintain a culture of freedom and trust, and are looking forward to you being a part of the journey.





## Our culture

# Things you'll likely hear at CP

We believe in an open door policy. Openness and transparency are the cornerstones of our communication culture.

We believe in striking a balance. We take our customers' careers seriously, but try not to take ourselves too seriously.

When in doubt, we ask ourselves - what is the right thing for our customer in this scenario? We all contribute to the bottom line - everyone's input counts here.

We work outside of our comfort zones, where ambitious goals are plenty and learning curves are steep - where progress takes place.

We're constantly open to new approaches. We would much rather disrupt our own business model than see someone else do it.

You've got to move different if you want different. Don't repeat the same thing and expect a different result.

We fail forward.

## Our culture

# You'll find that



We love what we do, why else would we be here?



We dream big and set high goals.



We all have our own little quirks here. You do you do, there's no need to pretend to be someone or something you are not.



We support, trust and encourage one another other (except during team socials and fitness challenges, then it's every man for themselves)



We strive for excellence, undeterred by failure along the way.

## Our culture

# Our pillars

- **Run through walls** - (*like Harry Potter on Platform 9 ¾*)  
if you believe it, you can achieve it! If at first you don't succeed, learn fast and bounce back twice as hard
- **Embrace challenge** - Don't be afraid to challenge what you believe can be improved - you will be challenged along the way
- **Think outside the box** - Question conventional wisdom and find solutions in places you least expected them
- **Take accountability** - Be decisive, take ownership, and be proactive about what you believe in



## Our Culture

# What makes us a high-performance team

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## Our culture

# We don't measure performance by hours worked

-  We don't encourage frequently long hours.
-  It's about the outcome and not the time spent.
-  We reward results achieved through efficiency, hard and smart work.
-  We also know "surge work" is sometimes needed to achieve outstanding results for our customers.
-  This is reflected in our flexible hours and our trust by default approach.

**What matters to us**

# **We count on one another to deliver**

You won't find any "Managers" or "Supervisors" here at CP

We trust each team member to take ownership of work and deliver outstanding results - everyone's contribution plays a role in our success

We know that it's not always possible to hit it out of the park. When we don't, we fail forward and see where we went wrong without deflecting.

We help colleagues without "staying in our lane".

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What matters to us

# Collaboration over competition

- We are all in this together
- We want to be the best versions of ourselves - as a team and as individuals
- We compete with our former selves, not our colleagues. There is no value in being 'better' than our teammates, true value comes from being better than who we were yesterday



What matters to us

# We fail forward

Every single one of us will drop the ball.

**We own it. Learn from it. Move on from it.**

We will all support one another, and thrive because of it.

We will not always be able to achieve what we wanted for a customer.

There will be more customers. Like wise man Bill Gates once said, "It's fine to celebrate success, but it is more important to heed the lessons of failure"



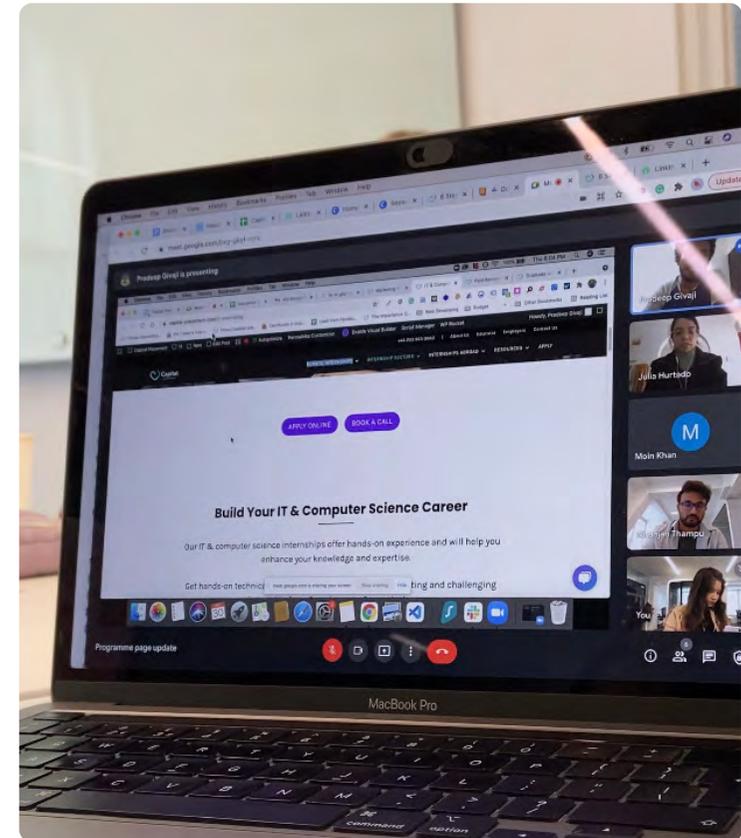
# What matters to us

# Team first

No matter how close or far you are from our London HQ, everyone at CP is part of the same team.

Being remote was a deliberate and easy choice for us. We want to hire the best people from across the world to work on some of the biggest challenges related to employability, regardless of where you are based.

We expect everyone here at CP to contribute to our company culture and help us evolve.



What matters to us

# We always trust by default

Everyone at CP should feel and act like an owner  
We demonstrate this trust by not having any defined work hours, we don't have any "Rules" or "Guidelines", leaving things to your best judgement  
We maintain a culture of trust, autonomy and smart decision making



# Perks

Whilst employee perks are not the definition of a healthy company culture, we think it reflects who we are and what matters most to us. Here are some of them;

- We are remote first but you can work from an office or do both, if you prefer
- Home Office budget- to help you setup your dream workspace
- Professional development budget
- 12 months paid maternity leave
- Fortnightly Uber Eats budget
- 28 days holiday- including a week off between Christmas Eve and New Year
- Health and wellbeing challenges
- Macbook for everyone
- 1 month paid paternity leave
- Opportunities to travel abroad
- Annual company wide trips- we are all meeting up in Thailand in 2022
- Private Medical Insurance
- Paid sick leave
- Fortnightly team socials

# Dress Code/ Etiquette

Wear whatever is comfortable.

We prefer to have our cameras on during calls but it is not necessary.

Don't be late to meetings or you will have to run them.

Memes, emojis and GIFs are perfectly acceptable ways of communication.



# Join us if

You are excited to solve some of the biggest problems students and recent graduates face around employability.

You aim for excellence, thrive on autonomy, and are not afraid to challenge the status quo.

You enjoy having no two days alike (a rollercoaster, if you will)

You want to join a fast-growing team - we have doubled in size every year since the pandemic  
You're adaptable to, welcoming of, and motivated by change.

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# Thank you

Reach out to us on +44 203 865 0982 or  
[info@capital-placment.co](mailto:info@capital-placment.co)