



SoCode US

THE SOCODE US PROSPECTUS

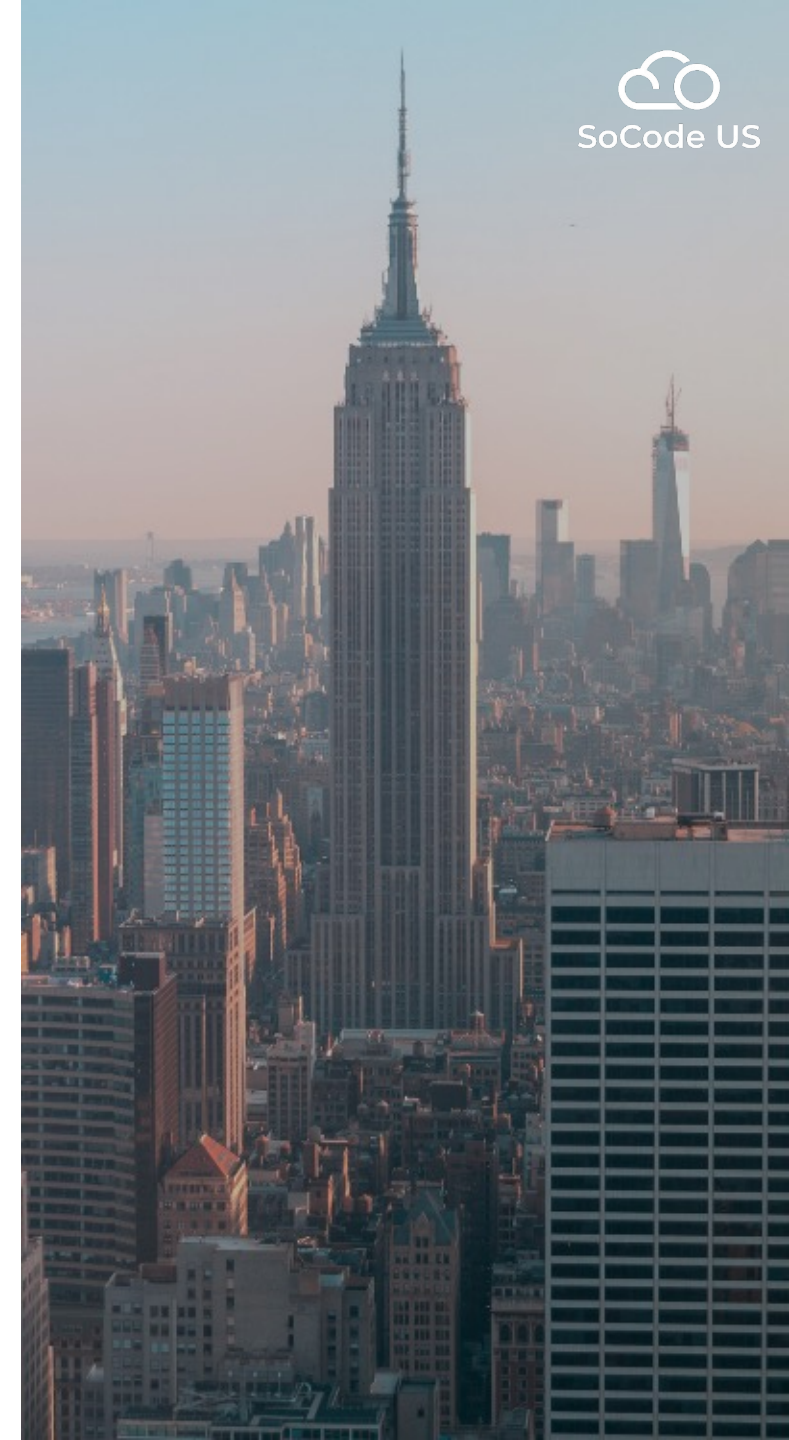
ABOUT US

Established in 2016 as an answer to the dynamic needs of the technology sector within the UK, our business and team have grown exponentially ever since, enabling us to expand our service offering to the United States.

SoCode US is a testament to our unwavering dedication to fostering connections between cutting-edge technology teams and the exceptional talent that drives innovation. With a rich heritage of success and a global perspective, our expansion into the US market was certainly a natural evolution.

We have harnessed the knowledge, experience, and relationships built overseas to offer an unmatched level of service and expertise to our clients and candidates throughout the United States.

Our core expertise lies in technology, engineering, and trading technology recruitment. We understand the intricacies of these industries and the unique demands they place on organizations and individuals alike. By focusing on these niche areas, we have honed our ability to identify the brightest talent and connect them with forward-thinking companies. We thrive on solving complex hiring challenges and take pride in facilitating the growth and success of both our clients and candidates.



OUR VALUES



STANDARDS OF EXCELLENCE

Founded by genuine industry leaders, SoCode US is a delivery and service-driven organization fuelled by an unwavering passion for technology and recruitment. Our foundation is built on the principles of professionalism, expertise, and delivering results that redefine the recruitment landscape in the United States.



UNCOMPROMISING INTEGRITY

We hold business ethics in the highest esteem and apply them rigorously in every aspect of our work. When you engage with SoCode US, you collaborate with a business that embodies strong values, morals, trust, honesty, respect, and transparency. We hold ourselves to the highest ethical standards, and we expect the same from our clients and candidates.



BE REMEMBERED


We take a relationship-driven approach, prioritizing long-term connections. In contrast to traditional recruitment agencies, our team do not work to KPIs or sales targets. Instead, the targets we set revolve around client and candidate satisfaction.

WHAT WE'RE LOOKING FOR

We're are seeking highly motivated & driven individual's who are either looking to make a transition into recruitment, or experience consultants who are looking to continue their already established recruitment career.

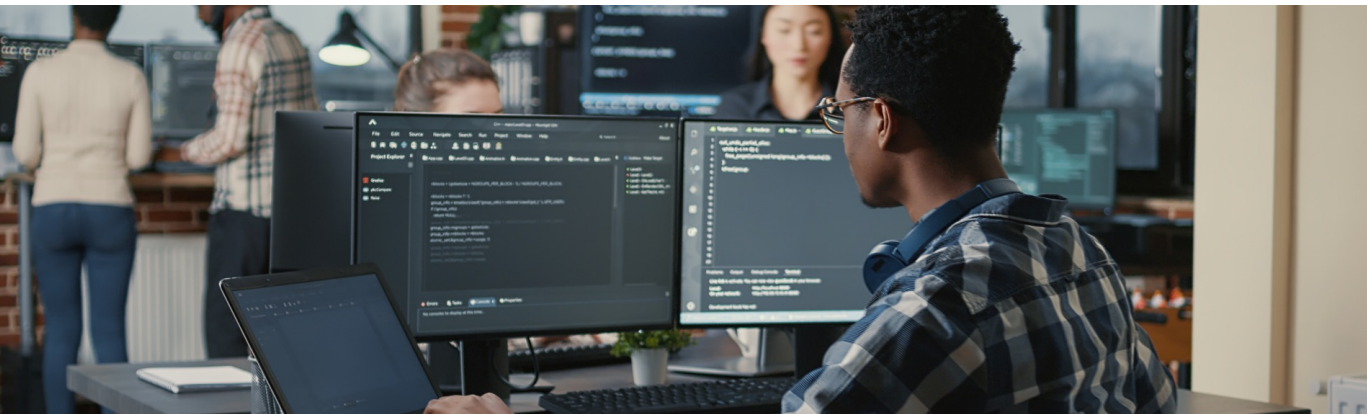
Great recruiters come from array of diverse backgrounds and previous careers, however here at SoCode we all share the same values. Our team work together to ensure everything we deliver is to the highest quality, and professionalism through-out.

If this sounds like
you, let's keep talking



CORE VALUES & BELIEFS:

- An outstanding attitude and work ethic
- A high level of confidence and strong communication skills
- Commercial intelligence (able to identify opportunities)
- A continuous improvement and learning mindset
- A risk-taking mindset
- Professional and consultative
- A quality and service focus
- High levels of integrity, business ethics and moral values



THE MONEY

Like us, one of the main reasons you're probably looking at Recruitment or SoCode US probably isn't to have an easy life – it's for the life changing financial rewards on offer.

Ensuring our consultants have the ability and tools to earn huge amounts of money has always been central to our business.

We're aware than many in the industry over-promise on potential and rarely back it up with reality, so we've kept our rewards scheme purposely simple and straightforward.

We're extremely proud of our consultant's achievements so we're also proud to publish the commission scheme, not just the earning potential but also the earning reality.

CLIENT GENERATION SCHEME

Receive
25%

of fees generated from New Clients.

This will be allocated to the consultant responsible for the Terms of Business agreement and introduction of a New Billing Client to SoCode US.

This will apply for the first 12 months of engagement with the New Client and will expire once 12 months has elapsed.

Evidence will be required that this is “proactive work” which should be clearly demonstrated on CRM.

This bonus is uncapped and will account for Contract and Permanent Revenue streams.

COMMISSION SCHEME

| BILLING | COMMISSION | BONUS | TOTAL |
|---------|------------|--------|---------|
| £10,000 | £1,000 | £500 | £1,500 |
| £20,000 | £3,000 | £1,000 | £4,000 |
| £30,000 | £5,000 | £1,500 | £6,500 |
| £40,000 | £7,000 | £2,000 | £9,000 |
| £50,000 | £9,000 | £2,500 | £11,500 |

THE FREQUENCY
Monthly

THE THRESHOLD
£5,000

THE AMOUNT
20% + Bonuses

THE BENEFITS

23 DAYS ANNUAL LEAVE

+ Bank Holidays and Paid Sick Leave
+ Increased to 24 Days after 2 years of service and 25 Days after 3 years.

COMMISSION SCHEME

20% Commission scheme, uncapped plus bonuses for billing.

BUSINESS DEVELOPMENT SCHEME

Receive 25% of every placement that's placed with a business you won within the first year.

SEASONAL INCENTIVES

Team Summer Holiday + Christmas Incentive with prizes...

FLEXIBLE WORKING

2 Days a week remote working or Flexi-Time.

HIGH ACHIEVERS LUNCH CLUB

Every Quarter

FREE OFFICE PARKING

Across all our offices

COMPANY IPHONE & LAPTOP

Plus anything else require to do your job efficiently

WHY SOCODE US?

HIGHER PLACEMENT FEES

US placement fees are naturally higher with the average placement figure being at £32,000.

QUICK TURN-AROUND PLACEMENT TIME

Unlike UK recruitment, US candidates don't have notice period to serve when they leave a role. Therefore, the start and turn-around time is much quicker.

THE HOURS

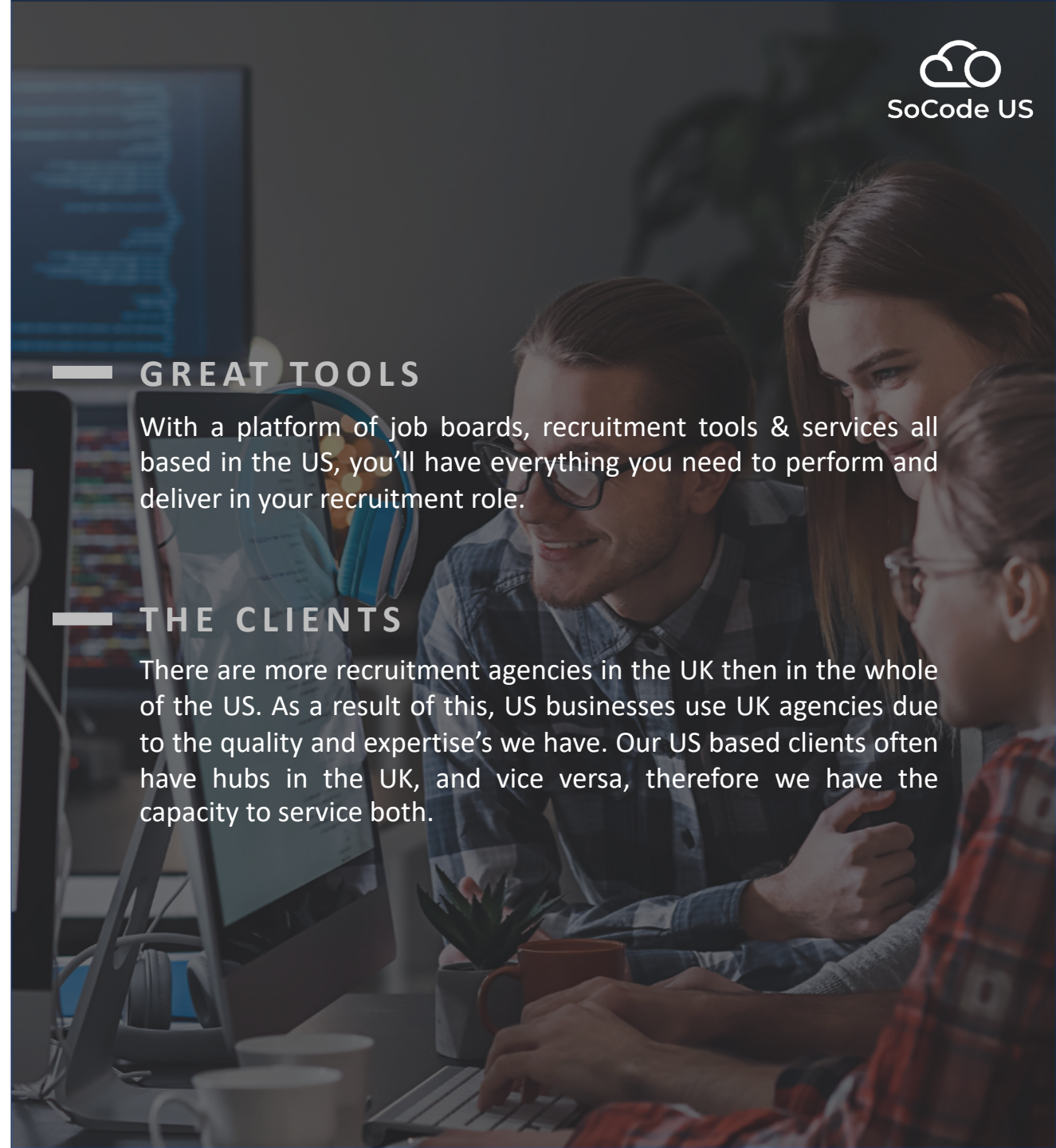
Our US team, work 11am to 8pm. This is ideal for someone who prefers starting later and having the morning to themselves.

GREAT TOOLS

With a platform of job boards, recruitment tools & services all based in the US, you'll have everything you need to perform and deliver in your recruitment role.

THE CLIENTS

There are more recruitment agencies in the UK than in the whole of the US. As a result of this, US businesses use UK agencies due to the quality and expertise's we have. Our US based clients often have hubs in the UK, and vice versa, therefore we have the capacity to service both.



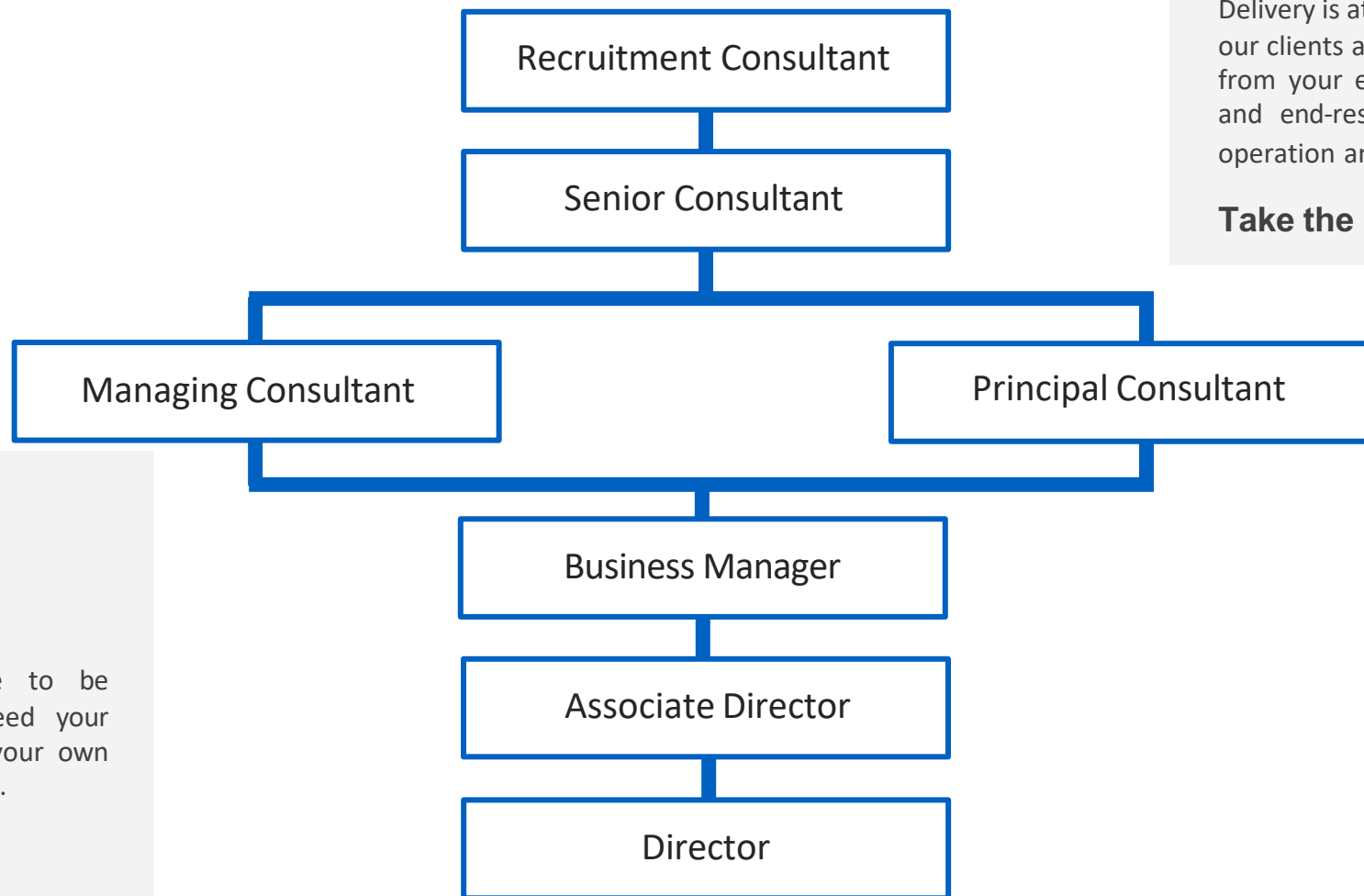
CAREER PROGRESSION PATHS

WANT TO FOCUS ON YOUR OWN BILLING?

Sounds good to us.

Delivery is at the heart of everything we do, so our clients and candidates will really benefit from your expert level market knowledge and end-results. Let's get you involved in our operation and advanced client work too.

Take the right path



WANT TO MANAGE PEOPLE?

Great to hear.

We're growing and we love to be organic, so we'll definitely need your skills and experience to build your own teams and divisions as we expand.

Take the left path

CONTINUOUS IMPROVEMENT & LEARNING AND DEVELOPMENT

Continuous Improvement and Learning and Development at all levels is one of our key competencies here at SoCode. If you're a "know it all" or "change resistant" this environment is not going to fit.

We believe in a culture built on sharing and gaining knowledge and skills from the best recruiters around you, and from being inquisitive about your colleagues' approaches.

We want to develop all our employees to reach their individual potential. We provide the best development opportunities, clear progression paths, and a chance for you to build your own desk, community and to own it.

Our Directors take a Role Modelling /Lead from the front approach, and all take a degree of Desk-Level Ownership. In 2020 our 3 Directors billed in excess of £1m.

FULL INDUCTION TRAINING

(Systems/Company/Technical/Theoretical/Practical/Strategy)

The first few weeks in a new company and industry/specialism is daunting for everyone. We're very experienced in training and developing Recruitment Consultants from both inside and outside of our industry and understand that a full induction over the first few weeks really helps give you the start you need to thrive in your future career.

DEDICATED MANAGEMENT SUPPORT

Everyone needs Managing. Each SoCode Consultant has a structured Desk Review and Monthly Appraisal program and gets plenty of time with their nominated Manager/Director to help guide their strategy and seek the continuous improvement that we all enjoy to watch.

CLASSROOM BASED TRAINING

Regular Classroom style Training is available to Consultants looking to improve their skills in a particular area. This is regularly run by the Directors and fellow Consultants to share their experience/ techniques with the wider business.

DESK LEVEL TRAINING

Close desk-level support is given to new Consultants to help them through their first steps in to recruitment. You'll be "buddied" with an experienced Recruiter and work closely with them on your day-to-day actions and interactions.

EXTERNAL TRAINING

From time to time, should we feel that External Training is necessary we've been known to bring in Industry Leaders in the subject area and spend time with the team to improve and develop.

SOCODE'S INTERVIEW PROCESS

01

Introductions (approx. 30mins)

Completed by our Talent and Operations Manager – be prepared for an honest and informal telephone call to go through your situation, motivation and suitability for the role.

You'll get a full overview of our business and insight into your potential career as a Recruitment Consultant at SoCode.

02

First Meeting (approx. 1 hour)

You'll be invited to a Microsoft Teams meeting where you have the chance to meet one of our Directors.

You can expect your CV and Profile to be reviewed in detail. We'll be looking to see how your past experience and motivations could potentially fit into our business. By now we'll also expect you to come in with great knowledge of the role, our business and what we're looking for.

03

Final Interview (approx. 3 hours)

Now we know it's a good match you and us – it's time to introduce you to the team and spend some quality time together.

You'll be in our office, seeing our team in action and we'll want you to join in on some practical exercises and role plays to see how you get on. We'll want you to ask as many questions as you need to come fully prepped to impress us.

You'll be introduced to our Managing Director – Richard Mould. You may also be invited out for drinks after work or lunch to get some personal time with the potential future team.

We commit to making a decision within 24 hours following your final interview.



SoCode US

Here at SoCode US our career opportunities are working within our Cambridge and Norwich offices, in the UK.

CAMBRIDGE

Cambridge Science Park,
CB4 0WG

NORWICH

Norwich Research Park,
NR4 7UG