

# Employee journey for UK candidates

This employee journey map is a visualization of your entire employee experience at Hivebrite! It shows what you can expect in terms of recruitment, onboarding, learning and development, compensation, benefits and perks, performance and career growth, engagement, and even exit.

## Highlights



Compensation, benefits, and perks



Performance, career, and growth



Recruitment, onboarding, and engagement

### Recruitment

Step 1

webpage.

Before you start

### **Get in touch**

Check out our open opportunities, see which one fits your skill set, and apply online on our Careers

You can find our job openings on Welcome to the Jungle and Linkedin as well!

### Step 2

#### **Interview**

If you're a good fit for our team, you'll be invited on a first meeting with one of our talent acquisition managers:

**Product & Engineering Business & Support** 

### Step 3

### Video interview with the hiring manager

After our first interview, we'll invite you to a video meeting to talk with the hiring manager for you to better understand the expectations of the role.

### Step 4

#### Show us your great skills

We might ask you to do a practical exercise to get a sense of your capabilities and present it to the hiring manager. It will also be the time for you to better understand our processes and ask questions to the team.

# Onboarding



**Auto-enrolment pension from** 

regulation

Vacation policy (UK) 25 days off/year as per UK

A paid day off for your birthday

cause Family Program with paid leaves

A paid day off to volunteer for a

for extenuating circumstances An additional 3 days off for the

end of the year



your first day at Hivebrite

### Step 6

### **Job offer**

If we both determine that we're a fit for each other, you'll receive an official offer from us via email 48 hours after the final interview.

Our recruitment process lasts max 15 working days!

### Step 5

#### A last meeting with someone else from the team

We usually plan a last step with the second line manager, or one of our Executive in order for you to meet the maximum of your future team members

#### First day Welcome to Hivebrite!

Step 8

On your first day, you'll be welcomed by the office manager, the hiring manager, and one member of your team.

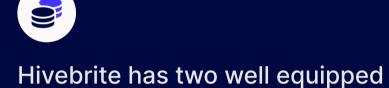
### See you on your first

Step 7

#### day! Celebrate! You're officially part of the team!

#### Mental health program & wellness

Taking care of our employees is a core value at Hivebrite. We don't want this to be just an empty shell, but rather one of our strong behaviors. The program is supported by recognized external partners such as moka.care.



offices in the center of Paris and NYC. Hivebrite also provides a 170£ reimbursement to purchase home office materials to work from home.

Up to 10£ meal allowances for

the office days

## Step 9

### Home office setup and Welcome Box

We will provide you with everything necessary for work and you'll receive a Welcome Box with Hivebrite swags.



## Step 10

## Benefits package

We offer a private medical insurance, an income protection, an auto-enrolment pension, and a mental health program to all full-time employees.

Check out all the benefits here!

### Step 11

# The Nomad Program

This program allows our employees to work from abroad between 1 week and 12 weeks per year (depending on your tenure at Hivebrite).

# Referral program

We're always on the lookout for top talent! Refer us to a great candidate and earn a reward!

Work from home

We expect the best from our

employees, and in return, we

offer flexibility, including the

flexible hours.

option to work from home and

and flexible hours

# Step 13

### Regular catch-ups with HR team

During your first three months, you'll have some informal catchups with the recruiter who hired you. It's an excellent opportunity to discuss your experiences during this early phase with the company.

### **Team meetings** We organize regular team

team to discuss and agree on the business strategy of the department for the year ahead.

# seminars to allow every

# Step 12

# **Buddy program**

To facilitate your integration and transition into your new job, you'll be paired with an experienced colleague during your first three months. During your first week, you and your buddy will have a lunch where you can discuss anything.

Discovery report

Because we want to understand

your first impressions about our

product, you will also receive a

Discovery Report.

# First months

### Step 14 In-house training &

#### onboarding programs We've created specific in-house training programs to help you

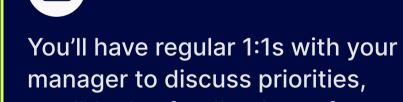
quickly get up to speed and understand our company, culture, and industry.

### Meetings to keep you up to date on the business, product

All Hands and

product release

updates, teams, and individual celebrations.



and wellness.

# roadblocks, feedback, performance,



### Employees will be provided with the latest Apple equipment and

work with tools such as Google, Slack, Zoom.

**Tools to support you** 

#### Because the employee experience matters to us, you'll receive weekly anonymous surveys to evaluate

**Lattice Survey** 

engagement and job satisfaction. We take your feedback seriously, it allows us to take action on things to make your employee journey the best it can be.

### You have the right to remain After one year

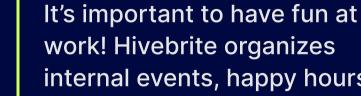
Each year you'll be invited to a formal meeting to discuss your strengths, accomplishments, and areas of growth. It's also a moment to review your salary and understand how Hivebrite can help you achieve your goals.



#### unreachable outside working hours in order to rest, enjoy your time off, and have a good

Right to disconnect

work-life balance.

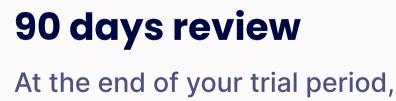


#### work! Hivebrite organizes internal events, happy hours, holiday parties, and other

Internal events

wellness initiatives!

can affect everyone's



Step 15

#### you'll be asked to do a selfassessment and invited to a formal meeting with your

manager to establish if you both validate or not the trial period.

# Step 16

**360 Annual Review** 



### Being able to give personal or global feedback is very

important for us. Congratulating

or thanking people for their work or effort is much appreciated and helps build self-confidence. Step 17



#### is why we defined internal guidelines to improve the way we handle meeting organizations.

Our meeting's culture

We think that too many meetings

productivity and efficiency. This

**Learning journey** We want you to be the best at what you do. This is why we provide encouragement and funding for continuing education and training related to your career growth.



feedback.

you'll answer an online survey

about your experience at

Hivebrite and have an exit

interview to give us your

Step 18

Last week

# Don't be a stranger!

**After you leave** 

Let's stay in touch! Don't hesitate to give us some news, to give us some feedback on Glassdoor and to follow us on LinkedIn, Facebook, Twitter, and Instagram. Who knows what the future holds!



Join for the mission, stay for the people.