

Join our team in North America

Find out more...

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Welcome to Salt

We are the leading global recruitment agency, specialising in the digital industry.

Over the years, Salt has grown to

- 14 offices globally
- Over 220 staff
- Over 500,000 social media followers
- 800,000+ contacts in our database
- Over 40,000 monthly views of our website
- Over 3,000 futures created each year

We are proud of the business we are today and our strong brand and are continuously trying to improve for our people. With a new employee lifecycle programme, clear career paths and transparent and competitive commission structures, as well as regular employee feedback cycles, we want to set you up for success. As a business founded and managed by successful entrepreneurs, Salt will support your career ambitions and help you take the next step in your career journey.

Nice to meet you!



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Salt is a truly global business

Offices globally

14

We speak over

40

languages

We've placed candidates in

30

countries

We have over

220

employees globally

Diversity

49%

Women in our team



Office locations



Candidate placement locations



Our vision

To create futures for our customers globally that will positively impact the digital economy.

Recruitment is the process of seeking out the right person for a job and the very best job for a person. At Salt, not only do we strive for the best today, we strive to create the very best future. Salt's passion and our drive is to create futures for our clients, candidates and consultants in an ever-changing digital world.

I-D-E-A-S Values

Integrity

We demonstrate commitment to ethics and fairness and show respect for all individuals and their diverse backgrounds. We are honest and listen to others.

Dynamic

We're continually evolving and adapting to new market challenges. We stay up-to-date and value life-long learning.

Expertise

We demonstrate expert skill and knowledge in a particular field and become specialists in our universes.

Achievement

We complete objectives successfully with skill, effort and courage.

Synergy

We work together and support each other as a team and use our global network to achieve the best results for our candidates and clients.

Salt DNA & your development

At Salt, we believe in engineering your success and this starts with a clearly defined job description and is supported by our skills competency value matrix to ensure you understand the full requirements of your role and any promotion criteria. Based on an initial assessment we will assign training in addition to our onboarding process and weekly session, to ensure your development.



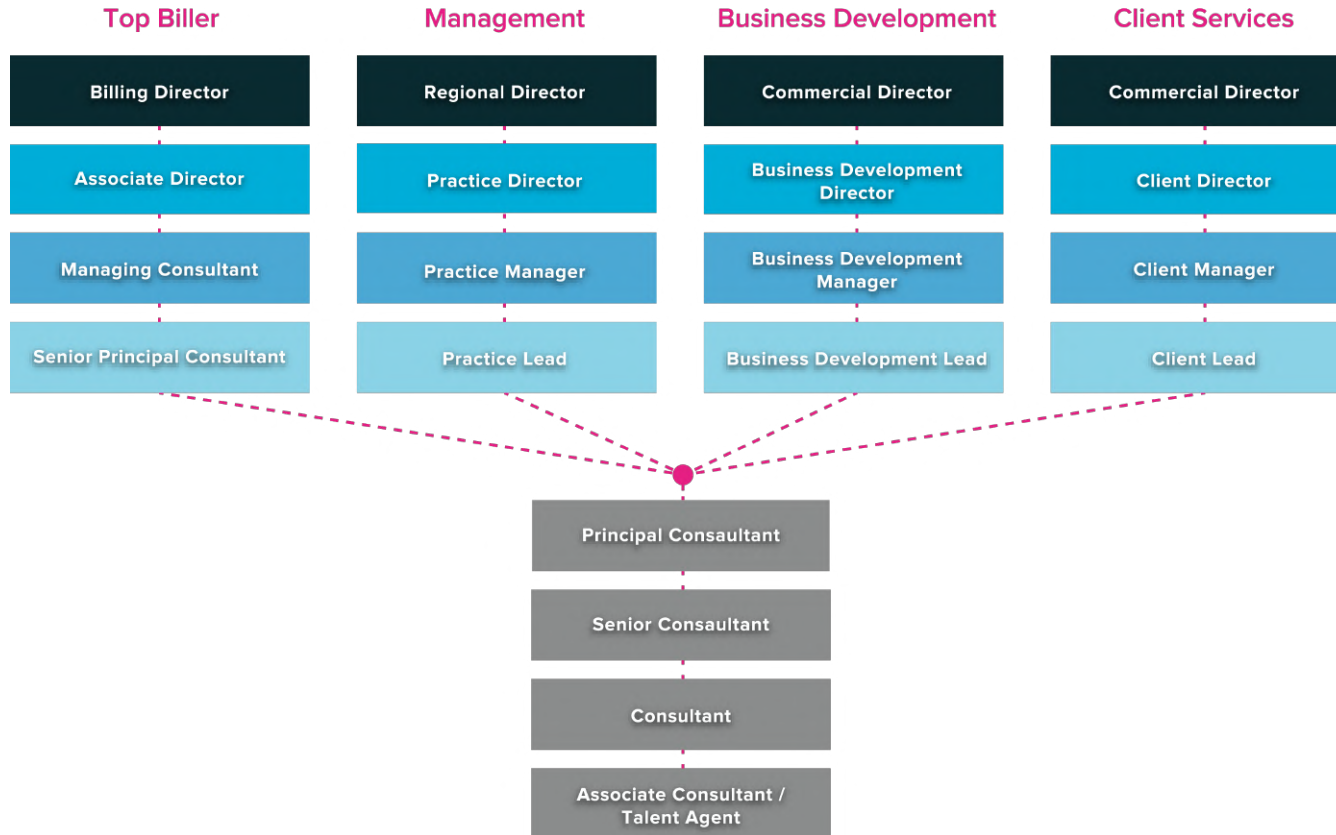
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Salt career ladders

At Salt, we have four career paths for our recruitment consultants which ensure we provide a diverse environment and play to your strengths. For each path, we provide learning and development programmes tailored to your needs.



Commission structure

Our competitive commission structures have no hidden tricks or clever clauses designed to take money out of your pocket – it is 100% transparent.

Quarterly override

In addition to the commission structures, we have a quarterly bonus scheme for Consultants who achieve or over achieve their quarterly career ladder invoicing target.

Contract commission structure

Billing band	% of billing
GBP 0 – 10,000	10%
GBP 10,001 – 20,000	15%
GBP 20,001 – 27,500	20%
GBP 27,501 – 35,000	25%
GBP 35,001 – 42,500	30%
GBP 42,501 – 50,000	35%
GBP +50,001	+40%

Permanent commission structure

Billing band	% of billing
GBP 0 – 10,000	10 %
GBP 10,001 – 20,000	15%
GBP +20,001	25%



Career progression

- Continuous training and development throughout your career at Salt
- Creating Futures Programme for all employees
- Weekly 1-2-1s with your manager to support your progress
- Regular Employee Engagement Survey – have your say
- Global relocation opportunities

Flexibility

- Friday early finish
- Extra holidays after 3 years and more
- 1 day off for volunteering each year – regular CSR activities
- Office closed between Christmas and New Year

Incentives

- Transparent and competitive commission structure
- Quarterly bonus on permanent invoicing
- Monthly lunch clubs to top restaurants, activities, spas, trips away
- Annual global holiday incentives. Past locations included Bali, Las Vegas, and Italy!
- Quarterly competitions and prizes

Health & Wellbeing

- Monthly global mental health awareness meetings with our CEO
- Pension scheme
- Private health care through Vitality (after 6 months for Senior Consultants and up)
- Corporate Pure Gym Membership (next door to our London office!)
- Ride to work scheme
- Mindfulness practice sessions



Team Activities

- Drinks on Fridays
- Quarterly Launches with team get together
- Summer Sports Day – this gets competitive
- Christmas Party in venues like the Savoy or London Cabaret Club
- Extra team nights out for hitting targets

Strong Brand

- Inhouse Marketing and Design team
- Marketing support for your recruitment campaigns
- Become a thought leader, host meet ups and share your knowledge on our blog
- Over 360,000 social media followers
- Prizes for top bloggers and thought leaders





Setting you up for success

- LinkedIn recruiter license for all staff
- Salesforce-based CRM system with large existing client and candidate base
- Induction programme and buddy system

And there is more...

- Internal referral incentive scheme - extra rewards for referring great people to the business
- Occasional visits from our office dog(s)
- Birthday cakes and snacks

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Building your universe through Key Account Management

We work with you to develop your Key Accounts so that as a business we can develop relationships across our different specialisations and teams and provide our clients with a consistent service.

Activity is important in any business and we appreciate that each country and team will set relevant activity targets and KPIs to ensure you deliver great results. Your manager will agree these with you during your weekly meetings.



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Charities we support

We care about the environment, our communities and encourage our teams to give back and volunteer.

Each Saltie can take one day for volunteering activities each year and participate either in group activities organised by the Salt CSR committee or suggest other initiatives like:

- Bake Sales & Pot Luck Lunches
- Collecting donated items for people homeless in London
- Cooking for families at Ronald McDonald House
- Technology Workshops for South London Cares
- Running a Quiz Night and a Bingo Night
- Volunteering at the Walk It London event





James Walsh

James joined Salt in the UK in 2009 as a Consultant, and through his consistent success **progressed through our Career Ladders** to Sales Manager in 2015. From here he set his sights on expanding Salt's footprint into North America, opening our first US office in New York in 2016.

"Most companies say they want to be global and they want to build a brand, but things get in the way of that vision. Salt did achieve its growth and is always focused on the next goal!".

When James **relocated to New York** he led the charge on getting the US business established; finding office space, setting up payroll and benefits providers, recruiting talent and structuring a successful team. One of the things James loves most about his role is helping develop other people's careers and he is always focused on growing the team.

In New York James has fostered a **culture of fun and success**. The team enjoy regular incentives to recognise their achievements and he leads by example, still actively working with clients and nurturing his networks. In 2020, after identifying the opportunity within Austin as a tech hub, James was instrumental in setting up our Austin office as we increase our reach across America.





Bea Casey

Bea joined our New York team in 2016 as **one of the very first employees**. During her time in New York Bea saw the team grow and enjoyed **huge individual success, becoming one of the US team's first female directors**. When Salt opened its Austin office Bea jumped at the chance to relocate again. Her specialism in innovative tech meant that being part of Austin's huge tech growth was a fantastic career opportunity.

Salt worked closely with Bea on her **initial relocation to New York**, taking her through the visa application process and supporting her with flights and accommodation until she got settled. So with her relocation to Austin, a lot of the hard work was done, she already had her visa and had been able to travel down to Austin prior to relocating to scope out the areas she would like to live in.

Bea could never have foreseen that she would arrive in Austin just before the global pandemic hit, meaning she was largely confined to her apartment and unable to explore the amazing city. Luckily Bea still felt very much part of the New York team and was in **constant contact with the wider US team**. Since things have been opening up again she has taken every opportunity to explore this amazing city.



Wallace Williams

Wallace joined Salt in London as a Consultant in 2017. He had a clear goal that he **wanted to work in New York and Salt supported him to achieve this goal.** After demonstrating his abilities and achieving promotion in London, plans were made for Wallace to relocate to the New York office.

Salt worked with Wallace to get his **US visa and funded his flights and accommodation in New York.** Little did we know Wallace would manage to take one of the last flights to New York before lockdowns were enforced in the UK and US.

On arriving in New York Wallace's experience was vastly different to how he imagined it. Nowhere was open and everyone was obliged to work from home. This meant that Wallace was unable to do some of the simple administrative tasks when setting up in a new location, such as opening a bank account and getting his SSN. With Salt's support, he overcame those obstacles and acclimatised to his new team and remote working. Now a year on, **Wallace is enjoying career success** and can start to experience all that New York has to offer.

Your contacts



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Creating Futures