



Company Philosophy

Below are a few of the core principles that will hopefully help you integrate and thrive within the company, because only by working together can we achieve the goals we have all set. Brightwater Group goals are to be in the Top 3 of every sector we work in, and to be the classiest, most quality recruitment company in Ireland and beyond... "The best in Ireland".

INDIVIDUAL & TEAM SUCCESS

- Recruitment is a challenge and there are many challenges internally and externally. You will have good days and bad, good quarters and bad. However, there should be more good moments than bad. Your wellbeing is important to us as people, and as professionals "if you're happy, you're successful and if you're successful, you're happy".
- Take responsibility and get involved. Set an example to your colleagues.
- Recruitment is a meritocracy - you will get rewarded for your success.
- Brightwater is a meritocracy - you will get rewarded for your success.

OPEN COMMUNICATION

- All decisions will be for the benefit of Team Brightwater and will be explained to everyone. If you don't understand, please ask. It's important you understand so you can get behind it.
- If you feel Brightwater, recruitment, or perhaps just your role within the company are not for you, then speak to us and we will work together to help you move somewhere more appropriate, but always be respectful.

WORK ETHIC

- Recruitment is a hard field and there is a lot of competition. To win we have to be better than the competition: work harder, smarter and as a team.
- Hard work... FDR said "There's no such thing as a free lunch".
- Your desk is a place for work only e.g. no internet. Concentrate. Your free time is your own, but please respect your desk as a place of work.

RESPECT & PROFESSIONALISM

- Respect is not a right, it is earned.
- Show respect to earn respect - every day.
- Always be professional and respectful.

CLEAR STRUCTURES

- All organisations require a structure and we must all honour them. This includes our "core hours" 9am-12pm & 2pm-5pm. Friday morning meetings start 8.30am. BD - Business Development (together) 4 hours per week.
- You are an individual as is everybody, and it is essential you thrive as such. It is also crucial that the dozens of individuals at Brightwater work together for the success of the company, and each person within.
- Find independence... within a structure e.g. a sports team / a symphony orchestra has many people with different roles, skills and personalities, but all must adhere to a structure so that the team is stronger than the individual parts.

DUBLIN | CORK | BELFAST



brightwater.ie | brightwaterNI.com

Brightwater
TakeControl