

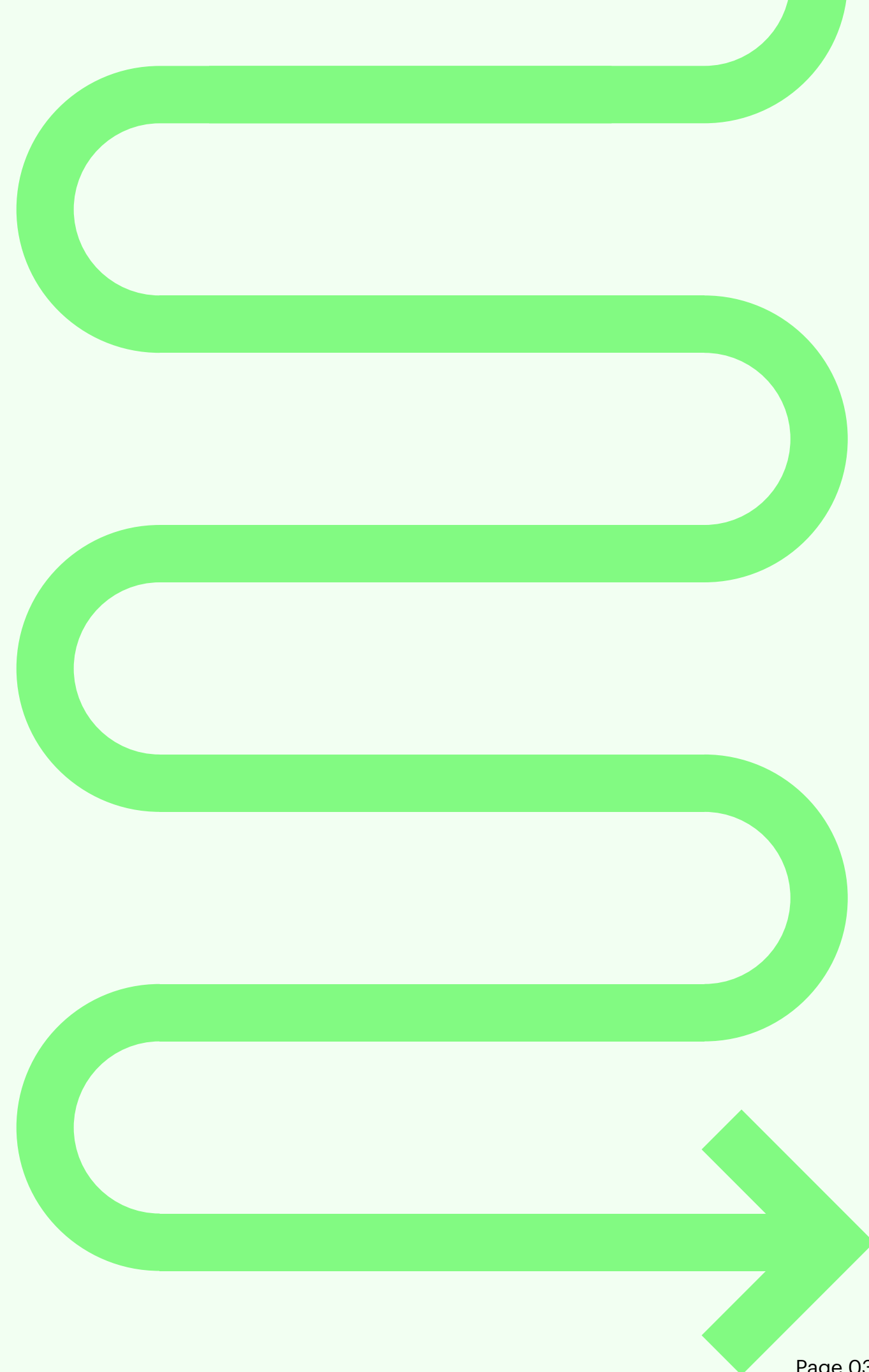


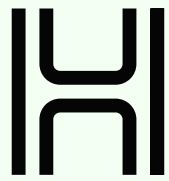
We find talent which makes  
your organisation brilliant.  
Search, Recruitment and  
Consultant COOs for start-ups,  
scale-ups and the creative  
industries.



# Overview

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# About Harmonic

Headquartered in Camden, with additional offices in Manchester and Boston USA, Harmonic Group is composed of Harmonic Finance & Harmonic Operations.

We provide Recruitment & Executive Search services to two core areas: Start-Up and Scale-Up businesses. The common thread is non-corporate work environments, where our customers value cultural fit and values as much as they do the candidate's professional experience.

Placing purpose above profit, Harmonic think and act differently to other Search and Recruitment companies, and have our values at the heart of what we do. We gained our B Corp certification in August 2022 – making us the world's first B Corp in our space!





# Our Clients:

*Mindful Chef*

**depop**



**M&CSAATCHI**



WARNER MUSIC GROUP

**zappi**

**VOLTA  
TRUCKS**

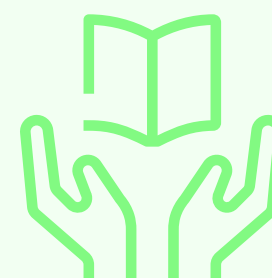


**Citymapper**

***finisterre***

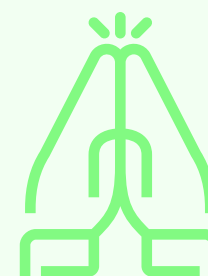
# Our Values

Our three company values (Knowledge, Respect & Community) underpin everything we do; we embed them into our service offering and all of our daily interactions in the business.



## Knowledge

At Harmonic, we believe that ‘brains beats brash’ every time. Colleagues are encouraged to impress you with their specialist knowledge, not with how much business-jargon they can drop into a sentence. Our company structure and job titles reflect this commitment: we’re analysts and community builders first, business development professionals second. With each of our colleagues fully-committed to producing the most detailed and high-quality industry analysis for their sector.



## Respect

Every customer and colleague is equal and receives the same care and attention. At Harmonic, we act, communicate and think with this front of mind, and – as with all of our company values – display of respect directly determines promotion prospects and annual compensation. We don’t do meaningless buzzwords.

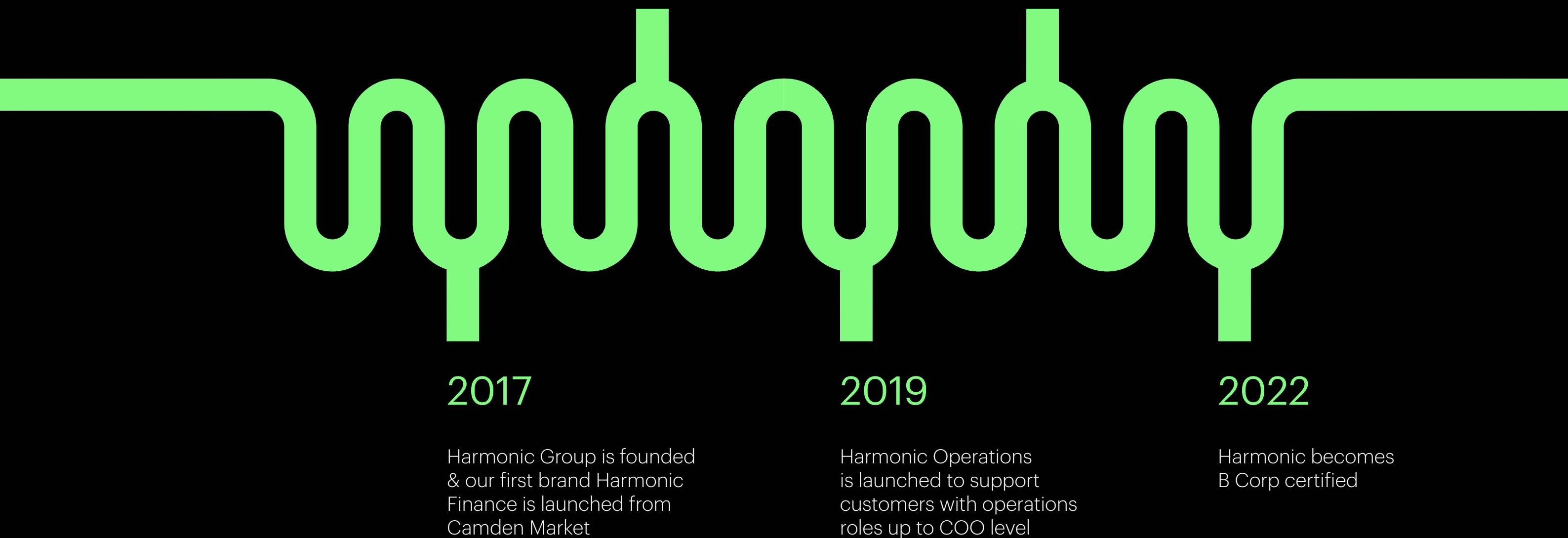


## Community

We measure our success as a business by our social impact, not just our revenue growth. And have consistently committed 5% of our net profits to charities and social causes which are important to us in the UK and USA. This covers ongoing commitment to supporting mental health wellbeing organisations, children’s literacy, race and gender equality and LGBTQ+ organisations. We are firm believers that small gestures of kindness can make a huge difference and reject ‘culture war’ dialogue and social division.



# Our Growth





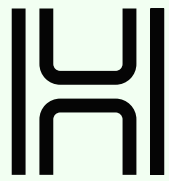
# Partnerships & Events

Over the past few years we have partnered with key entrepreneurial networks and are regular attendees at leading industry events. We have been committed since the very beginning to hosting only events and workshops which add real value to our business community. Our partnerships with Tech Nation, Helm, YPO and Forbes have attracted Entrepreneurs, Investors and Executives from \$1 billion Unicorns alongside Pre-Seed wizards who are ready to share their knowledge and wisdom.

Harmonic recently partnered with Tech Nation to commission the most extensive research report to date into inclusion and diversity within the UK's top 2,200 fastest growing tech start-ups. We are committed to encouraging diversity in the shortlists that we present.

Partnerships we are involved in:





# Social Impact & Wellness

**Certified**



**Corporation™**

In August 2022 Harmonic proudly became a Certified B Corporation, making us the first Finance & Operations recruitment and executive search firm globally to attain the certification.

B Corp is a movement of companies that have gone through a rigorous vetting process to verify that they meet the highest standards of social and environmental criteria and balance purpose alongside profit. Our score of 96.5 also makes us the 2nd highest ranked agency in the UK!

We take mental health seriously, and for the past 3 years Harmonic have been the lead sponsor of Getahead Festival (a 24-hour mental wellbeing festival held in London), giving all colleagues the day off to attend.



At Harmonic, we consistently donate 5% of profits to charities and social impact causes. We also strive for carbon neutrality, and so for every placement that we do we donate to the Woodland Trust to offset our carbon footprint and reduce our environmental impact.



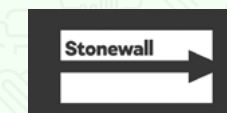
With our colleagues front of mind, Harmonic partner with The Circle Line (an employee mental health platform) to give the team 24/7 access to online therapy and coaching.



Harmonic are an equal opportunities employer and encourage diversity within our business. In keeping with this we partner with 10,000 Black Interns, who are working to transform the prospects of young Black people in the UK.



Other local charities we have supported:



**Bookmark**

**CHOOSE LOVE**





# Roles We Fill

Here are some of the roles we fill. We have a lot of experience in finding talented individuals which help companies grow and flourish, rapidly.

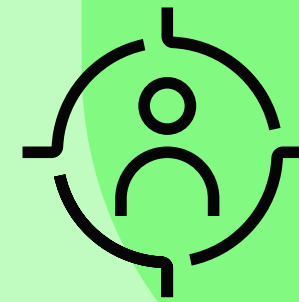
- Managing Director
- COO / Chief Operating Officer
- Client Services / Account Management
- Strategy
- People and Human Resources
- Legal / General Counsel
- Revenue Operations
- Operations Manager
- Chief Marketing Officer / CMO
- Neighbouring Rights / Royalties
- Sales Support
- Executive Assistant



# Services We Offer

We have deep specialist sector knowledge and have a range of services to accommodate our customers. We maintain a unique community of candidates who are seeking employers that offer more than just a salary and a blue-chip brand. As a result Harmonic can offer our customers a refreshing contrast to the shortlists they may receive via more corporate Search and Recruitment companies.

We understand what motivates our candidates and their personal values, leading to high retention rates and returning clients. Through a well-honed process, we get to know our clients thoroughly before making introductions and carefully select the right candidates for each role, making everyone a winner.



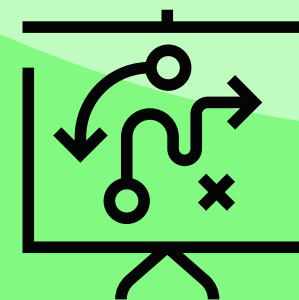
Executive Search



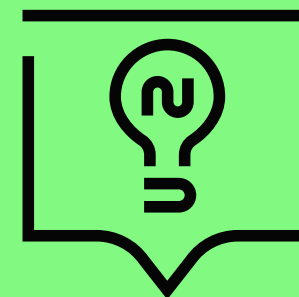
Permanent



Interim



Coaching



Consultant  
COO

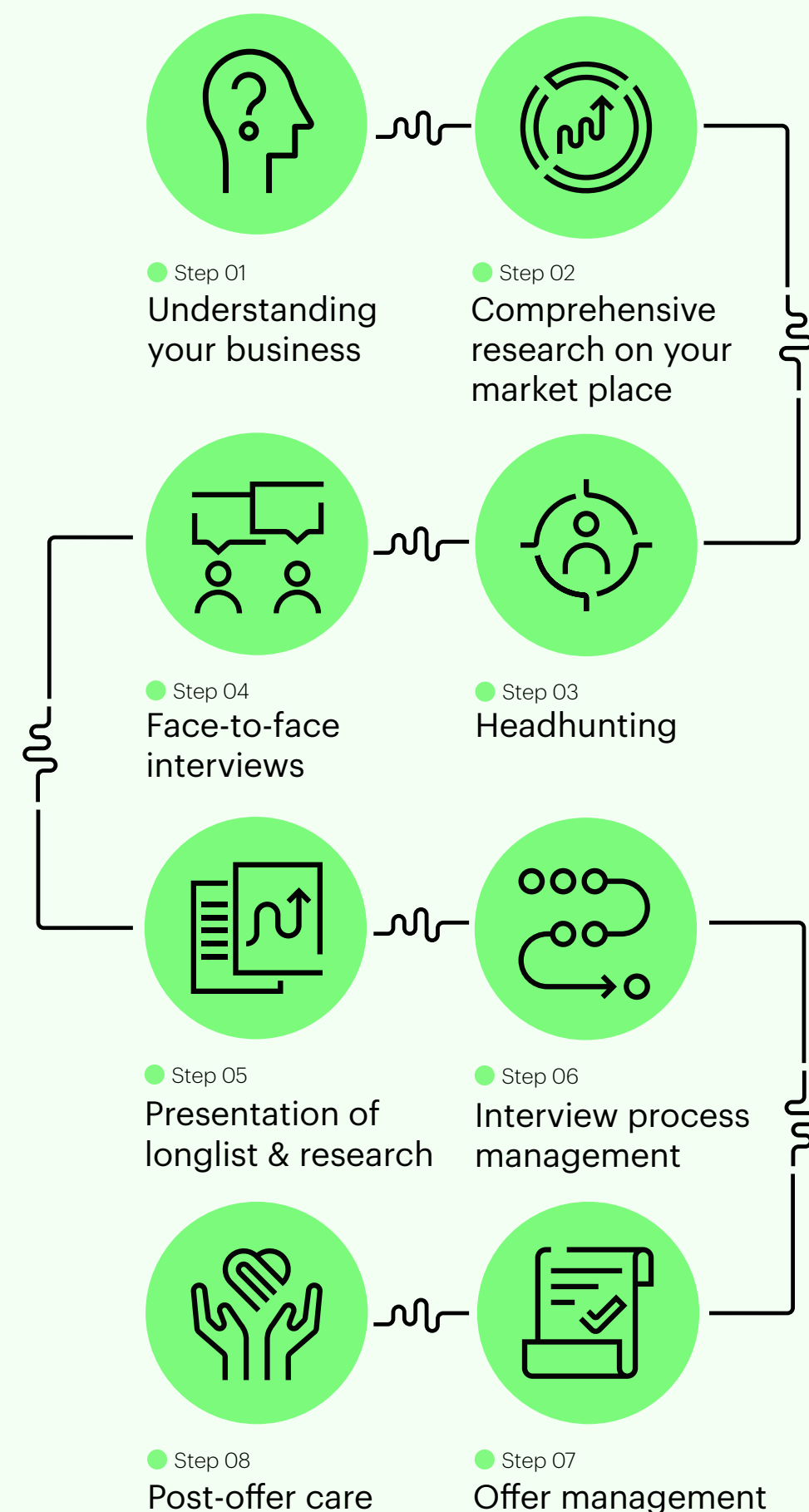


# Our Process

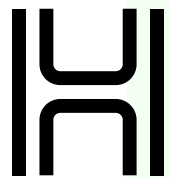
We find the outstanding talent for your team, and our process has both client and candidate needs at the heart of it.

Following our 8 step process, we will deliver you a detailed search of your entire marketplace in order to identify and attract the 'A\*' grade' talent capable of transforming businesses, rather than simply filling roles.

Throughout the process we provide clients with: fortnightly updates, detailed data reports, feedback on their employer brand, diversity and inclusion strategy and data, and a detailed summary on each candidate we feel is suitable. This will include not just their professional expertise and credentials, but also their motivations and personal values.







# Senior Leadership Team



**Charlie Walker**  
Founder & Managing Director

Charlie is the Founder and Managing Director at Harmonic. He has worked in Search and Recruitment for sixteen years and leads on our Executive Search offering for clients seeking CEO, CFO and COO-level hires.



**Alex Sharp**  
Communications & Development Manager

Alex manages communications and development at Harmonic, covering a variety of duties across the business. Alex also leads on the training at Harmonic and gained her CIPD Level 5 qualification in L&D in 2020.



**Oliver Gaydon**  
Senior Community Manager

Olly set up Harmonic's Manchester office where he manages a team that recruits for Creative and Tech businesses across the North-West. Olly's personal specialism is helping Creative Agencies to build out their Finance & Operations teams.



**Fin Glanvill**  
Co-Founder & Director

Fin has 10 years of experience in the Recruitment industry. Currently leading teams across London, Manchester and the US, he focuses predominantly on Senior hires into the VC backed Tech start-up space.



**Charlotte Greenwood**  
Senior Community Manager

Charlotte manages the Built Environment team at Harmonic, with a personal focus on the interiors and architecture space where she has established strong relationships with many of the big names in Clerkenwell.



**Jack Pearson**  
Senior Community Manager

Jack manages Harmonic's Technology team in London, working with a variety of clients ranging from Electric Vehicle and Hardware Technology to Fintech and Software-as-a-Service.



**Patricia Bacon**  
Commercial Director

Patricia joined Harmonic as Commercial Director, and brings many years of experience in helping to scale internationally-focused start-ups across various sectors.



**Ed Naish**  
Senior Community Manager

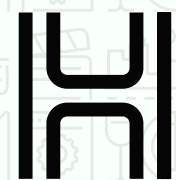
Ed manages the Music, Media & Entertainment team at Harmonic, recruiting for an array of roles from Finance Assistants through to CFOs.



**Chris Short**  
Senior Community Manager

Chris manages a team that focus on working with Boston based businesses in the US, helping to supply some of the fastest-growing SaaS businesses with Finance & Operations professionals.





# We love the sectors we work in

Harmonic work with some of the world's fastest-growing businesses - from BioTech through to Creative Agencies - we have a deep understanding of the sectors we work in and have a vast pool of specialist talent to select from when filling positions across Finance.



Technology



Music



TV & Film



Food & Beverage



Engineering



Built Environment



BioTech



Creative Agencies



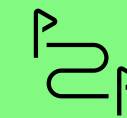
Retail & E-commerce



Fintech & Insurtech



Hospitality



Sport





# Testimonials

*"The team at Harmonic facilitated a great end to end recruitment process for the hires that we've made at Misfits. They were diligent in really taking time to learn about our business and the brief and the hires we've made have been a perfect fit – both in terms of skills and culture. I have been really impressed with the hires we've made and the service from Harmonic."*

Henry Sether  
Co-Founder & MD  
Misfits

**MISFITS**

*"I've had the pleasure of working with Harmonic on two specific executive searches. One to place our CFO and the other to place our EVP of Global Operations. Harmonic does an incredible job of understanding the culture, the strategy and the levers that move the businesses they work with."*

Steve Phillips  
CEO & Founder  
Zappi.io

**zappi**

*"We have established a trusting relationship with Harmonic and have worked exclusively with them to place strong talent. They take the time to fully understand our requirements and commit to finding well suited candidates in a short space of time."*

Francesca Gillard  
Head of People & Culture  
Adstream

**adstream**

*"Harmonic have helped M&C Saatchi with a number of roles across our accounts and operational teams, they are always on very tight deadlines and responsive at all times during the process, whilst adding valuable insights into the state of the market."*

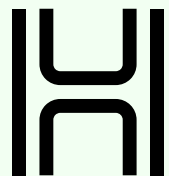
Nicki Williams  
Head of Client Services  
M&C Saatchi

**M&CSAATCHI**

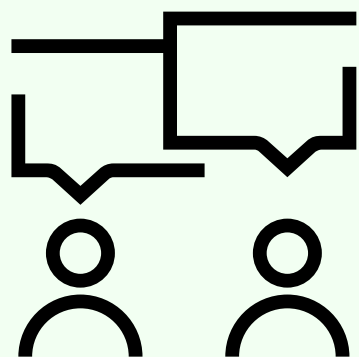
*"It was the first time The National Theatre has worked with Harmonic and they found exactly the candidate we were looking for. The process worked really well and went very smoothly. I love the idea and the values of the company and would happily use Harmonic again for future hires within the team."*

Heather Rowe  
HR Business Partner  
The National Theatre

**National  
Theatre**



# Get In Touch



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