

# The Meraki Charter

**At Meraki Talent, we thrive in a challenging, fast-paced environment.**

Our clients have high expectations of us, and we hold equally high expectations for ourselves and each other. Regardless of your role or market focus, every position at Meraki is dynamic, impactful, and rooted in quality-driven daily activities that contribute to our collective success.

## What to Expect From Us



We provide clear role expectations, objectives, and measurable outcomes. You will always know what is expected of you and be held accountable to those standards. Feedback is an integral part of our culture, shared regularly in private conversations and team settings to foster growth and success.



We equip you with best-in-class tools and resources to excel in your role, supplemented by regular coaching and access to training opportunities. Twice a year, we come together to celebrate our people and achievements, fostering a sense of community and pride. On a local level, we encourage an active social culture to build strong relationships within the team.



Whether you excel as an individual contributor or aspire to leadership roles, your contributions are valued and integral to our success.



Transparency is key at Meraki Talent: we share information openly to empower our team.



## What We Expect From You



We expect you to bring your **best self** to Meraki Talent every day. Our goal is to build an elite recruitment business, and your consistent dedication is essential to achieving that vision.



Being present means more than just being physically in the office (although we are an office-centric business). It means fully engaging with your clients, candidates, and colleagues, delivering positive outcomes, and accurately tracking your activities to meet objectives. Every day is an opportunity to move forward and contribute to our mission.



Respect for your colleagues is non-negotiable. Meetings begin on time, and if you are working remotely, you must inform your manager and team in advance. Communication should always be professional and constructive.



We are driven by a desire to serve our clients to the best of our abilities and to attract new partnerships that align with our values. A burning passion for delivering excellence and growing our client base is at the heart of everything we do.

