



Thinks

— Insight & Strategy —

Recruitment Pack

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About Us

Founded in 2010, our stellar client list spans global brands and businesses, governments and leading charities.

We foster deep and long-lasting client partnerships, rooted in the strength of our insight, and our commitment to going the extra mile. We work at the highest levels, offering insight-based strategic counsel to CEOs, Boards, Secretaries of State and Ministers.

We connect our clients to their wider context through our own studies into the most important trends and issues of the day, flying the flag for our work and our sector through our briefings, events and media collaborations. You can stay up to date with our work [here](#).

Winner of MRS Agency of the Year 2020, we are an employee owned business, a certified B-Corp and an MRS Company Partner.




We put the people who matter to you at the heart of your thinking.



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Why Thinks Insight & Strategy?



The Menopause

Our ground-breaking work on the experience of menopause was submitted as evidence to the Women and Equalities parliamentary committee



Net Zero Diaries

Our Net Zero Diaries gave a platform to regular citizens to talk about climate policy on the Guardian, Channel 4 News and BBC Radio 4's Woman's Hour around the COP 26 conference



Financial Conduct Authority

And our work for the Financial Conduct Authority on avoiding potential harm from new investments won the MRS Financial Services Research Award 2021, as well as helping the regulator keep people safe from financial harm



INTEGRITY

We tell it like it is, even when that's hard to hear. We don't take on work where we don't think we'll add value. We offer candid strategic counsel to our clients, telling them what we've heard and what we think it means for them. As colleagues, we give honest, timely feedback to one another. Our leadership team are open about our strategy and strive to be clear about why decisions are taken.



INCLUSIVITY & EMPATHY

We engage the widest possible range of voices through our work, helping clients to see, hear and understand those they affect and serve. We strive to make Thinka a place where talented people can thrive no matter their background or working patterns, supporting everyone to develop and grow in the way that's right for them.



BRAVERY & AGILITY

We take on challenges others would refuse. We are entrepreneurial and dedicated. We grasp opportunities as they arise, and innovate quickly to adopt new techniques and trends.



EXCELLENCE

We challenge ourselves and our clients to get the most and the best out of every project. We support one another to deliver fantastic work for our clients.



Certified



Corporation

And we're proud to be recognised for our commitments to inclusivity, excellence, and having a positive social impact.

We are proud to be a B Corp: A business that balances purpose with profit

We are a Certified B Corp, after scoring an outstanding rating, and proud to have been recognised as in the top 5% of B Corps globally in the Workers category.

A B Corp is a business that holds the highest standards of ethics and sustainability. To become certified, we undertook a long, intensive process with the B Corp organisation exploring all aspects of our business – from how we care for the environment, to how we treat our clients and team to how we engage with the local community.



Our culture reflects our values: we support our people to thrive.



We're a business in our prime, growing and thriving. We take on the work that others shy away from, so our team are always stretching their skills, knowledge and experience.

“ I love public speaking and have had every opportunity to pursue that: I first appeared on national TV on behalf of Thinks aged 25! ”



We are an inclusive team where everyone supports each other to develop, learn and take ownerships of their futures. Our line management is second to none.

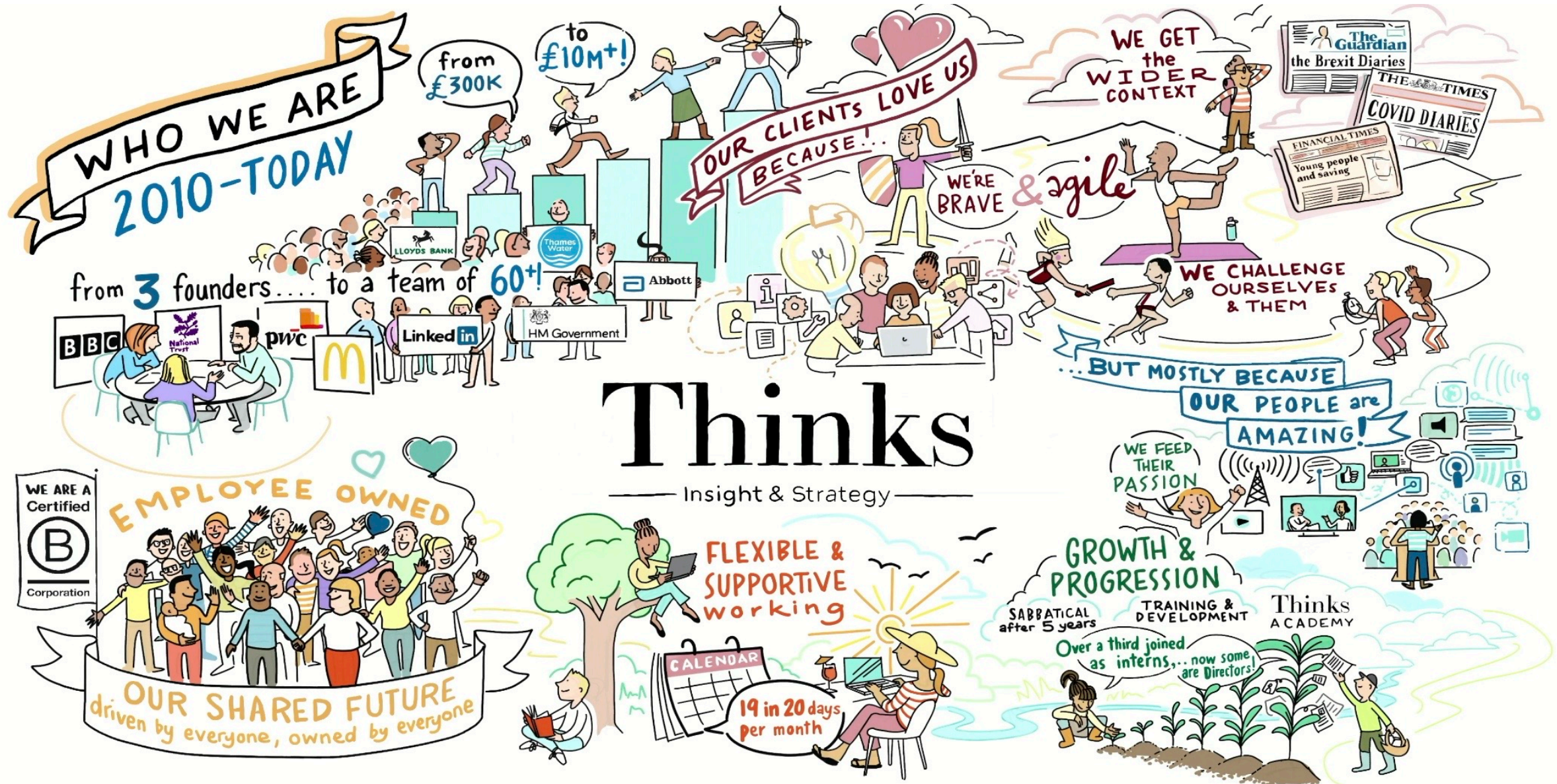
“ It's a great place to progress: I feel challenged, and that people are thinking about my objectives beyond project work. Everyone looks out for each other and is willing to pitch in - it's such a supportive environment. ”



We create and collaborate on work that everyone in the company can feel proud of, building long term client relationships in the process.

“ I tell friends and family about the modern and progressive working culture here, where steps, like the 19 in 20 days, are actively taken to try to improve work-life balance. Thinks doesn't just talk about these issues, it has really tried radical solutions. ”

It's our people that have made our business a success



Our Offer



We're proud to offer one of the most generous packages in the industry.

Generous rewards

- Top-of-the-market salary
- Brilliant company bonus scheme
- Generous pension scheme

Serious about work life balance

- 28.5 days holiday per year
- Plus an additional 1 day in every 20 off, all year every year
- Flexible working

Committed to development

- Commitment to personal development through dedicated internal and external training programmes
- Sabbatical after five years' service

Here when you need us

- Life assurance / income protection / critical illness cover
- Private Medical Insurance through Vitality
- Enhanced parental leave package with equal entitlements for all parents (after one year's service)
- Employee Assistance Programme
- Annual flu jab
- Free eye tests

Perks you actually want

- Cyclescheme / season ticket loan
- Discount package through our HR provider Charlie HR – offering the same perks as Google & Facebook employees
- Discounts offered through our status as a B Corp
- Payroll giving



What we're looking for





We recognise the value of diverse teams. So your ability is more important to us than your qualifications or background. We're always looking for people who are:

- Intellectually curious and analytical: research is all about the way we deliver, so if you're passionate about figuring things out you'll fit right in
- Supportive and empathetic: our people are the heart of our business; we're looking for people who care about each other
- Proactive, entrepreneurial and proud of the work they do: we thrive on new challenges, and our people do too
- Organised, dedicated and conscientious with great attention to detail: underlying all our values is our commitment to the highest quality work



Supporting you with your application

Questions?

If you'd like to know more about the role, the recruitment process, or anything else, you can contact our recruitment team directly. It can be a good idea to ask any questions before writing your cover letter, so you can give it your best shot.

- Email: careers@thinksinsight.com
- Telephone: 0207 845 5880

Inclusion and adjustments

Being a successful research agency means engaging with an incredibly diverse range of people every day, so we know how important it is to provide a comfortable and accessible setting for a productive conversation. We also know that some groups, including people with disabilities and from ethnic minority backgrounds, are underrepresented in market research, and we want to address this. We do our best to make our recruitment process accessible to everyone, but if there's something we could adjust to better enable you to showcase your skills and experience contact our recruitment team and they will do their best to arrange it, without sharing any more information than is strictly necessary with the interviewers.

**If you'd like to access this
pack in an alternative
format, please contact us at
careers@thinksinsight.com**



Thank you

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