

# Candidate Handbook



# Our mission

“to transform the energy industry  
through transparency of data.”

## An All-Star Team

An all-star team is one in which all of your colleagues are extraordinary at what they do and are highly effective collaborators. So that we learn the most, perform our best work, improve the fastest and have the most fun.

## Learn-by-Doing

We learn fastest by building experience and trying things out, regardless of whether they sink, swim or fly. We just get started and figure it out as we go along. By doing this, we will disrupt our own business models before our competitors do.

# What we value

## Low Process, High Ethics

At Modo, there are no spending controls and few signing controls. We expect our team to “act in Modo’s best interest”. Important exceptions exist for ethical issues and safety issues (such as managing customer data), but these are edge cases.

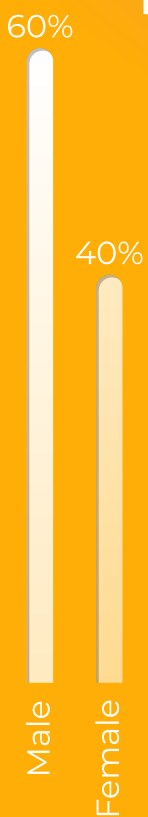
## Freedom & Responsibility

We trust our team to do what they think is best for Modo — giving them lots of freedom, power and information in support of their decisions.

# Our team

We're dedicated to building a diverse team.  
We're not there yet, but here's how we're doing so far.

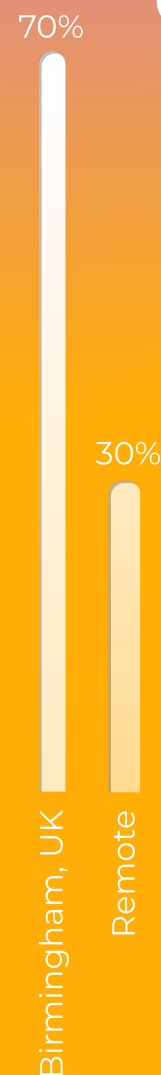
## Gender



## Ethnicity



## Location





**Quentin Draper-Scrimshire**  
CEO & Co-founder



**Dr Robyn Lucas**  
Chief Analytics Officer



**Nima Tabatabai**  
Chief Product Officer



**Tim Overton**  
COO & Co-founder



**Ysabelle Swan**  
Producer



# Who are we?



**Alex Done**  
Head of Research



**Hannah Overton-Gill**  
Ops Manager



**Imrith Sangha**  
Market Analyst



**Neil Weaver**  
Senior Writer



**Leah Quinn**  
Events Manager

# Benefits

## **We aim to pay top of market**

this means bi-annual pay reviews & benchmarking

## **25 days annual leave + 5 long weekends + bank holidays**

if you need more, take it

## **Enhanced parental leave policy**

maternity is 6 months full pay; paternity is 1 month full pay & shared leave options available

## **Strong focus on mental health**

including a Headspace subscription

## **The best tech so you can do your best work**

Macbook, AirPods, external screen, touch pad and external keyboard (and anything else you need)

## **Pension provided by Nest**

currently at the standard government rate

**We also give valuable share options to all our employees so they are vested in the success of the business.**

**We believe in flexible working.**

**We currently have an office in the centre of Birmingham, UK.  
As a small team we love being face-to-face, but the office is just one way of making that happen. Some people only come in once or twice a month and are happy with facetime via a screen!**



# Offices



# Hiring

much like working at Modo, we can do the full interview process remotely, or you can come in for steps 2 - 3!

1.

## A chat

An introductory chat with your hiring manager to get to know more about the role and up coming objectives.

2.

## Interview

An interview looking at the key competencies for the role and some form of testing during the interview (will be as collaborative and relaxed as possible)

## Meet our CEO

A chat with our CEO to get to know more about company culture, key goals for Modo as a whole.

3.

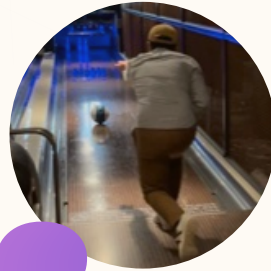
4.

## An offer!

We aim to get back to people as quickly as possible! Expect an offer within 7 days!



We ❤️ taking time out for



# Social stuff



# Inclusion

At Modo we're committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

**If you'd like to see our full Equality, Diversity and Inclusion Policy, please ask!**