

# JOIN OUR HIVE MIND EMPLOYEE VALUE PROPOSITION



FESTIVE  
ROAD

Other companies have “Employee Value Propositions”, but we love to talk plainly, so why don’t we just tell you what it’s like to work at FESTIVE ROAD...



## OUR PURPOSE

Our purpose is simple; to create better travel & meetings management. Whether that’s via client project or pro-bono work we do to support the industry. Our reason for being is what keeps us all fired up. It seems that keeps our clients fired up too, we’ve consistently grown year on year\* and continue to do so. Does this sound like a match with what’s important to you?

*\*Apart from that pesky, blip of a year 2020, the less said about that the better*



## THE WORK WE LOVE

Work is the wrong word. Our mantra is “do what you love, love what you do”. That way it never feels like work. We believe we have the best clients in the world. Yes, the majority are awesome brands, but it’s the people within that create the magic, as much as our clients learn from our shared wisdom, we learn from them too, daily. We’ve gathered much recognition and many awards over the years but it’s what we deliver every day that makes us proud.



## OUR CULTURE

We aim to create a better workplace. One where you can be yourself, without all the “office politics”, without all the drama. Respect is a given. We have zero patience for discrimination and every patience for fixing stuff that doesn’t work. If you’ve been corporate-corporate, it can take a little while to get used to our culture, but once you do, there’s no going back. We get that everyone has a life beyond work, whether that is kids, pets, extended family, a penchant for sky-diving. If it’s important to you, it’s important to us and we encourage you to get the balance to do both.

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## YOUR CAREER

We call our people Roaders. It's partly because of our company name, but also because no matter how experienced you are, you should always be on a journey. We help our Roaders develop continuously via leader coaching, internal debate sessions and more formal learning offerings. Our aim is to have the most energised and engaged alumni of any travel brand. (It's ok, we know you'll leave one day. And when you do, you'll go on to do even more brilliant things, we're sure of it).



## SPECIAL PEOPLE

Our Roaders will be some of the most inspiring colleagues you will have ever worked with. Each is an empowered, deep subject matter expert willing to share their knowledge with you. We're all unique yet united by a common purpose and ethics. We lift one another up, support each other with our 'hive mind' approach (no question goes unanswered) and we celebrate one another's differences and the unique things that make us...well us! Our leaders will stretch you, coach you and want you to be your best...and in a way that is undeniably you. We're your career cheerleaders (just without the pom poms).



## THE FULL PACKAGE

Our Roaders are driven by the impact they make, they are focused on doing some of the best work of their career, and we recognise that financially. We offer a number of benefits for employees just like those big corporate types (you know the normal stuff like medical cover, pension/retirement and the grown-up stuff), but we're a small company with wellbeing at its heart. Time off is as important as time on to us, so yes, you'll be encouraged and paid to take time off and return to work refreshed and firing on all cylinders and raring to go.

Oh and did we mention, we have a lot of FUN! We don't travel for the sake of it but when we do meet up, we actually like spending time together and laugh a lot. And in between times we are Zoom aficionados and our quizzes are legendary.