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Work for us ...

Your future, your way



Creative, Digital, Marketing & Tech Recruitment

About us

Founded in 2008, DNA is a boutique recruitment company making strides in marketing, digital and technology.

We help our clients find and attract top talent in client services, strategy & planning, marketing, creative & design, business development & technology.

We put our people first. Our culture is supportive and collaborative as well as fun, vibrant and diverse. We operate a flexible and remote working model, meaning you can operate as a home-based consultant, with the flexibility to work in our London or Leeds office whenever you wish. We're committed to investing in the best recruitment technology and have embraced the latest cloud-based CRM and interviewing software for flexible working and self-management.

"Our strategy for the business is to build the most experienced team across creative, digital, marketing and tech in the UK. We won't necessarily be the biggest, but we'll strive to be the best."

Ali Wallace
Director | Founder



Our People

We connect and inspire the best people, enhance their relationships, businesses and careers.

Collectively, we are...

Brilliantly effective

We're committed to finding the right people for the right career, not just by being experts but by being genuinely interested. Getting to know everyone we work with helps us create a fully collaborative partnership that leads to long-standing relationships.

Genuinely unique

We're ambitious, hardworking and focused but we stay grounded. We make a great team by sharing opportunities and success. Forever open, honest and transparent - everyone knows where they stand, which we believe makes us quite special in the industry.

Forward thinking

With years of experience and knowledge behind us, we are able to look to the future and evolve with the ever-changing market we work in. We're constantly seeking new opportunities, new technologies and new ways of working. We use our skills, insight and intuition to make the right placements every time.

“Working at DNA is almost like having your own business – but without any of the risks and headaches. As consultants you can manage your own time, candidates and clients with the support of an experienced team and the backing of a solid business both financially and from a brand perspective.”

Julie Storey
Director



We offer you autonomy and endless opportunities whilst giving you all the support you need to succeed.



Freedom

Whether you are bringing fresh perspectives or traditional values, with DNA you will have the freedom and flexibility to recruit for your clients and candidates your way.



Supportive

If you've fancied running your own agency but are not quite ready to take the plunge then we will give you the same autonomy backed by the financial, operational, admin and marketing support you need. You won't be on your own.



Tech-enabled

From Odoo and LinkedIn Recruiter to our Bullhorn CRM with over 13 years of client and candidate connections; we have the tools to ensure you stay ahead of the digital curve.



Commercially backed

We have a full suite of perm products to suit any scenario and IR35 compliant contract options to enable you to offer the best solution and recruitment experience for your clients and candidates.



Flexible

Design a working schedule around your circumstances and lifestyle, working where and when you like to achieve your ideal work-life balance.



Rewarded

Whatever is important to you in life, we will reward you with a salary and commission scheme that helps you achieve your personal and professional goals.



Maximising Potential

Know your stuff but want some mentoring from experienced leaders? We will invest in training and coaching that takes your career to the next level.

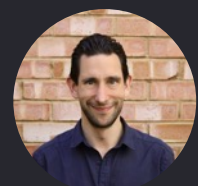


Collaborative

We love collaborating. We learn from each other, empower each other, celebrate together and support each other through the good and the challenging times.

"I joined DNA because of their stellar range of famous clients, the opportunity to work remotely, develop and lead my own division, contribute to the growth of the company and the promise of plentiful resources and cutting-edge recruitment tech!"

Dan Lewis
Head of Creative



Our Benefits...

As part of our on-going commitment to employee welfare, we offer a series of benefits to help make your life at DNA as enjoyable as possible.

We offer...

- Attractive basic salary
- Quarterly commission scheme
- NEST pension scheme
- Flexible/remote working
- 25 days holiday
- The flexibility to buy/sell up to a week's additional holiday
- A day off for your birthday
- A day off for moving house
- Full remote working tech set up
- Membership of The Office Group allowing you access to any of their flexible working space across the UK
- Monthly get-togethers in London and quarterly 'celebration' days
- Annual sales incentives
- Share option scheme
- In addition, as part of our 'giving back' scheme we will encourage you to spend at least a day each year supporting a charity of your choice or working in the community

"Our culture is very transparent, flexible and ambitious. We don't clock in and out. We trust people to get on and do what they need to do to hit their own targets - with the support of tech to help us monitor our personal activity and performance metrics."

Stephen Phillips
Head of Tech



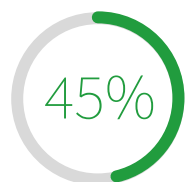
Our Commission Scheme...

Feeling happy and well-rewarded has never been more important!

That's why we've created a simple yet very competitive commission structure which rewards you with a higher percentage the more you bill.



on billings up to £200,000



on billings above £200,000

Paid quarterly and subject to a threshold of 2.5 x your salary
(1.5 x in your first 6 months)

“The leadership team at DNA recognise the key to success for any recruiter is to have an attractive bonus scheme in place. So we've tailored our commission scheme to reflect your base salary, our remote working model and the market we operate in.”

Jo Suter
Finance Director



Our Plans ...

This is an exciting time for DNA as we grow our team.

Having recently partnered with Iliad Ventures, a group of complementary established recruitment business, we are able to benefit from market synergies from both a domestic and international perspective. This means we have the ability to respond nimbly as a boutique but act with the weight of a corporate, giving us the best of both worlds.

We have ambitious growth plans and are looking for experienced marketing, digital, creative and technology consultants who are looking for something slightly different to the norm. We have an environment which allows our consultants to be in control of how they work and most importantly encourages them to thrive.

We couldn't be more excited about the future and would love you to join us on the next stage of the DNA journey.

“In a reconfigured economy, the tenets of trust, clarity and leadership are important. DNA's enthusiastic ‘can do’ approach stems from an unrivalled access to market and a technical excellence. They believe in themselves. We believe in them.”

Alex Raubitschek
Non-Exec Director of DNA and CEO of Iliad Ventures



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dnarecruit.com

See your future at DNA?

We'd love to talk to you and tell you more.

Please contact either Ali or Julie to organise an initial discussion in the strictest confidence.



Ali Wallace – Founder | Director

T: 07984 171873

E: ali@dnarecruit.com



Julie Storey – Director

T: 07968 711276

E: julie@dnarecruit.com



DNA are part of Iliad Ventures, a joint venture group operating within the Human Capital sector.