
Create the career you love

It takes an entire team united to build
something special. We are after the next
creative minds to help us re-envision
compliance software.

Onboard. Monitor. Remediate.

northrow.com



Together at NorthRow

Our mission is to be recognised as the leading company that removes risk barriers to onboarding new customers and employees in the simplest, safest and fastest way - we aim to empower our team to take on inspiring challenges and embrace the adventure.





Values we know to be true

These values are at the heart of NorthRow, its employees and the way we do business.
We seek customers, partners and new team members who work the same way.

F

Freedom: to challenge and innovate; to come up with ideas and to be heard.

S

Supportive: of our clients, of each other, and of our well-being.

I

Integrity: trusted to do the right thing and to do things right, always acting ethically.

T

Transparent: we are as open as constraints allow and always honest.

R

Responsibility: for individual results and for working together towards our shared goals.

FIRST

9 ways we give back to you

Here at NorthRow, community means everything to us, which is why we, as a family, put emphasis on giving back to our employees for their hard work and dedication to achieving our shared goal.

- Career progression plan
- Private healthcare
- Quarterly company events
- Summer Fridays
- Live and work from anywhere
- Volunteering days
- Up to 30 days of annual leave
- Cycle to work scheme
- Employee referral policy



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“I struggle to keep the smile off my face when friends and family ask me how work is going.”





Career progression plan

The concept of a job for life and traditional career paths are continuing to fade in this new world of work. At NorthRow, we relish the importance of helping to guide your growth. By working directly with your line manager, we'll help provide a detailed outline for your professional development path. This process will be reviewed throughout the year(s) to identify progression points and provide the support you need to unleash your potential.



“On behalf of team leaders at NorthRow, witnessing the growth and evolution of each individual brings an unrivalled sense of accomplishment. It’s our job to provide the mechanism for skills and knowledge to be enhanced from the offset.”

Christopher Whitehead, Head of Sales

Private healthcare & life assurance

In the UK, healthcare advantages are the second most sought-after benefit next to flexibility, and thankfully both come in abundance. A mentally and physically healthy workforce has always been a priority for the NorthRow family, which is why we also include life assurance. However, we don't want you just to feel appreciated; you'll also be able to support your loved ones by including them within the package.



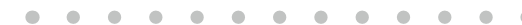
“Wellbeing is a huge part of our people focus at NorthRow. Being able to provide a comprehensive health benefit to our employees and their families brings peace of mind and support at times of need.”

Adam Holden, Chief Executive Officer



Quarterly company events

Culture is who we are, it's the essence of our success, and we strive as a business to ensure you're proud to be a NorthRower. While we mainly operate as a remote business, we still want to create a collaborative environment for all our employees and, most importantly, celebrate accomplishments as one. Therefore, each quarter, we band together to partake in an activity suited to the whole team and simply enjoy ourselves.



"Culture is our key ingredient! As a remote working company, these exciting quarterly events allow all our employees to get to know one another, encouraging team bonding and further establishing a positive and enjoyable workplace."

Sarah Clarke, Executive PA



Summer Fridays

There's life at work and then life outside of work. We want everyone to travel often, spend time with their loved ones and enjoy doing what makes them happy! That's why we've implemented Summer Fridays, an initiative that sees NorthRow give valuable time back to our people. While the weather is in full swing and your work is on track, employees are encouraged to take half-days at the end of each week.



“Unplugging yourself from work on a Friday afternoon during the summer months has massively helped everyone’s work-life balance; not only has it positively impacted productivity, but employee loyalty and wellbeing have been refined.”

Chris Bourne, Head of Marketing



Live and work from anywhere

Known as the ability to work anywhere, remote work is more than a global trend – it's become a full-on work movement. NorthRow provides you with the flexibility to work in an environment where you flourish best whilst providing you with the right equipment for the complete home setup. With that said, you'll also have the opportunity to travel to Milton Park if you ever fancy a change of scenery or want to connect and collaborate with your colleagues.



“As a working parent, having that time back in the morning and evening with my children is wonderful. For the business, it's expanded our talent pool while retaining a team culture through regular in-person and online get-togethers.”

Rebecca Partridge, Finance and Operations Director

Volunteering days

Traditional perks no longer provide a meaningful, engaging and rewarding experience. Instead, fulfilment is an emotion we, as a business, want to imprint within NorthRow. What better way than allowing our employees to give back and make a difference within their community? Not only are we encouraging time to cultivate a sense of purpose, but we want to see people unlock a future leader within themselves.



“I’ve volunteered at the Kings Heat Cat Rescue for two years now. From taking poorly cats to the vets and collecting donations to meeting supporters and planning our next fundraiser; volunteer days are a fantastic benefit and one I (and the cats in our care) are very grateful for!”

Natalie Davies, Content Marketing Manager



Up to 30 days of annual leave

In line with the other ways we give back, NorthRow strives to promote good physical and mental health. The last thing we want is for our employees to burn out, and that's why we provide 30 days of annual leave, enhanced sick pay and maternity leave in line with your service. As a result, employees can continue to achieve their desired work-life balance and take the time to rest and re-energise, allowing staff morale to increase continually.



“Annual leave is always seen as an essential focus when considering employee benefits. Whether it's stepping away for a few hours, days, or even weeks before coming back with revived views or perspectives, breaks can help you feel reinvigorated.”

Alexandra Bobis, Business Administrator



Cycle to work scheme

Since the initial bicycle heyday of the 1890s, people have been cycling as a form of transport to get to their required destination, but over recent years, this initiative has become increasingly more popular with undertakings like 'Bike Week' and 'CycleScheme' coming to fruition. NorthRow is a keen advocate of cycling to work, promoting physical fitness and a healthy lifestyle for our employees.



“As a keen cyclist, it’s great to work for a company that promotes a healthy lifestyle by enrolling in the Cycle to Work scheme. Encouraging our employees to use pedal power and leave the car at home also has environmental and wellbeing benefits by standing by our values to put our people first.”

Richard Evans, Head of Customer Success





Employee Referral Policy

At NorthRow, we are dedicated to hiring the best talent to meet the needs of our business. This means we strive to identify candidates who fit our business, professional skillset, and company values and culture. Referrals are a preferred way of attracting potential candidates. If successful in the process, a £1000 reward will be on the table, boosting morale and helping to retain our current and future superstars.



“Having come through the referral scheme, I have first-hand experience of this initiative’s greatness. Not only does it drive quality talent, it also provides the chance to work with people with whom you had loved working with before and who share the same passion.”

Jodie Lewis, Customer Support Team Leader

Continued transformation

While the self-development of your career remains a priority, we never stop pushing to ensure the morale of our workforce is at its peak. That's why we run a biannual employee net promoter score to gain fresh perspectives and find new ways to enhance employee experience at NorthRow.

Taking into account every aspect of feedback, it's our job to integrate new ways of working and implement ideas of our people to move forward together.

56^{*} eNPS score

Based on our most recent survey, we wanted to share with you the top five reasons why our people love giving the best versions of themselves when working with us.

- ① The people
- ① The culture
- ① The communication
- ① The atmosphere
- ① The leadership/management



NorthRow provides software which empowers compliance officers to make faster decisions and onboard customers in seconds, not days, whilst complying with ever-changing legislation, so that they can contribute to their business' growth, safely.



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