Want to join us as we build great workplaces and businesses in East Africa?

Candidate Guide
What to think about as you are applying for edge

- What role does the team play in an organization’s growth journey, and what makes you so passionate about wanting to contribute here?
- What are your thoughts on the Kenyan recruitment space?
- What global trends in talent management do you think we need to tap here in East Africa?
- How should workplaces look like in order to unleash people’s potential and drive growth?
- ... and much more!
Do you thrive in an agile start-up environment, where things change quickly?

What to think about as you are applying for edge

- Can you truly manage your own schedule and effectiveness?
- How do you react in situations where there is chaos and little direction?
- What causes you anxiety and how do you manage yourself when it happens?
- Will you give it all to create lots of value with small budgets?
Are you comfortable working on all aspects of recruitment?

What to think about as you are applying for edge

- Working outside your comfort zone, for instance, handling maaaany phone calls with strangers
- Demanding: Gather industry knowledge quickly and build new networks in no time
- Pressure: Report writing when deadlines are tight
- High concentration span: When analyzing candidates you’ll holding many details and criteria in your mind in parallel
- Service attitude: With hundreds of candidates requesting feedback on their application or career advice, you don’t get tired of communicating so everyone is served well.
- At times boring: Feeding data into our systems
What edge offers...

Diversity:
Working in an ambitious innovative start-up, every day is different.

Learn about realities of talent management and organizational design in small and growing businesses.

A culture of open conversations and involvement at strategy level. Clearly see your contribution: both in the clients and in edge.

Exposure to various growth-oriented businesses: Get insights into a variety of business models and sectors.

Not your 9 to 5: We care about your results, not whether and when you sit on your chair
- Flexible Hours
- Home office option
- Off-site working week

A never ending classroom: Keep learning, keep evolving.
What does career growth at edge look like?

Have a read:
Kickstart your career in recruitment: How the day to day work looks like

Have a read: http://bit.ly/edgelife
What we love about our clients and why you should join us!

Have a read: [www.edgeperformance.co.ke/why-we-love-our-clients/](http://www.edgeperformance.co.ke/why-we-love-our-clients/)
Wondering whether you’ll thrive at edge? How many boxes do you tick?

Curious and able to thrive in fast-changing environments
The HR space is changing rapidly, and in order to provide the best support to our clients, you will need to develop, learn and implement new ideas quickly.

A fast learner who is not afraid of asking questions
There’s a lot to learn and we’ll need you to learn it quickly. Don’t be afraid to ask for help when in doubt.

Able to use analytical thinking to draw insights and make things better
We are constantly thinking about how to make our processes quicker and more effective. You will also play a role in doing this should you join the team.

Personal Effectiveness and executing tasks in a timely manner
Everyone usually handles multiple projects at the same time. It’s massive multi-tasking and sometimes there are extra hours. Getting work done on schedule goes a long way in ensuring we all get paid!

Love for making documents and emails look fantastic with excellent knowledge of English grammar
We usually need to express difficult nuances in writing using simple language, business writing style. You’ll communicate with loads of clients. It needs to be clear and look good!
You will learn something about yourself through the personality tests and self-reflection about your profile and talents.

Please strictly follow the application procedure outlined for the role you are applying for!

Besides the traditional phone or in-person interviews and references, we will also invite you for other activities to show off your skills, talents, passion and personality!
We know you want to hear back from us and we will try to communicate with all candidates. Given high volumes, at times only shortlisted candidates may be contacted. If you don’t hear from us immediately, please bear in mind that we may keep your profile for future roles, but don’t have a role for you at the moment.

Still excited? Process Guide

4. If you are invited to our office for an interview or activities, be prepared (!) but be yourself. You will get to know us and we want to get to know YOU, not someone who crammed the commonly asked interview questions off the internet.

5. There will be practical exercises to challenge yourself on difficult recruitment projects or play with client scenarios we face in the team.

6. We know you want to hear back from us and we will try to communicate with all candidates. Given high volumes, at times only shortlisted candidates may be contacted.
Join us!