



mesh.

**OUR CULTURE**

# WELCOME TO MESH



“ ”

Finding and fostering great talent is at the heart of everything that we do as a business, and we wouldn't be here without it. Part of the reason I set up Mesh was so I could create the company I would have liked to work for in my earlier career, so it's been a central focus for me since the day I took on my first hire, Rebecca, back in 2018 (who's still here by the way!)

Everyone has their own ideas about why culture matters. For me, a positive culture acts like catalyst, amplifying the abilities of individual team members. If you feel happy at work and feel like you can be yourself, you're far more likely to explore beyond your comfort zone, ask questions, be proactive, and accelerate your learning. If you like your job and your company, you'll also be motivated to go that extra mile, knowing you'll be appreciated and rewarded in turn.

But that's enough from me, have a read of this document that the team has put together to give potential candidates a realistic insight into what it's like to work at Mesh, and how we've built a culture we're proud of.

Doug Johnson, Founder + Director

Culture can be measured by the way your team feel before going to bed on Sunday, knowing they've got work in the morning.

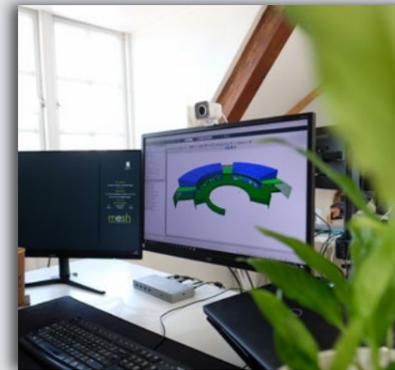
## A LITTLE BIT ABOUT MESH

We are an independent provider of net zero carbon building performance and engineering solutions for architects, developers, and homeowners. We're different from the usual energy consultancy because we offer a holistic service that combines building performance expertise with M&E consultancy.

Mesh was created to radically improve the chances of sustainable building project success. Our mission is to instil confidence and pride in low energy projects so we can realise our vision of a world where high-quality sustainable buildings are the norm.

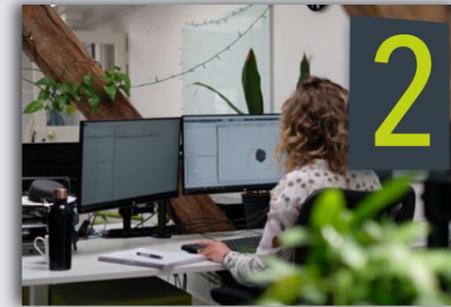
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We work hard to make Mesh an incredible place to work and to make sure the business plays a positive role in the lives of all our stakeholders (as you'll see throughout this document.)



2

Our team are constantly upskilling and innovating – learning about new technologies and building better processes so we can stay at the forefront of what's possible in low carbon design.



3

We choose to work on projects where we can offer the biggest impact. From major commercial developments to innovative domestic projects that set a new standard for sustainable construction.



## OUR PURPOSE

“To inspire and forge a sustainable legacy.”

Here are some of the ways we put that purpose at the forefront of our business:

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In 2021, we set up an online community, Meshwork, to connect sustainable construction professionals, so together, we can create a better built environment.



We have launched several high-quality resources like our Embodied Carbon Calculator and our Heat Pump Hero app to offer practical solutions to problems we spotted in the market, and made them freely available to anyone who wanted them.



In the past few years, we have hosted 100s of free CPD sessions for architects and developers to encourage them towards more sustainable practices.

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# OUR HISTORY



Like most great businesses, Mesh Energy came from humble beginnings. Just the seed of an idea in Doug's mind, developed in a mouldy spare bedroom.

**SEPTEMBER 2013**

**FEBRUARY 2019**

As the team began to grow, the need for a base other than Doug's garden shed increased. That's when we leased the Farnham office and began populating it with more staff and a lot of house plants.

**JANUARY 2020**

We became a Climate Positive Workforce through our partnership with Ecologi.

**APRIL 2015**

18 months later that idea became a legal entity and Mesh Energy was launched into the world.

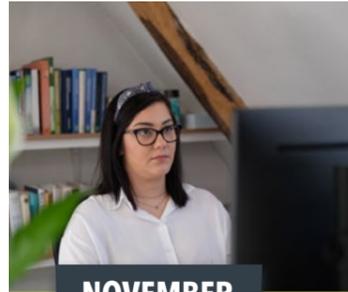
**FEBRUARY 2018**

A very exciting point in Mesh's journey saw the hiring of our first employee Rebecca, who came on board to lead marketing and sales, and has been with us ever since.



**FEBRUARY 2021**

We launched Meshwork, our online community for professionals in the built environment and a hub for learning and collaboration that now has over 2,000 members.



**NOVEMBER 2021**

We hit an incredibly exciting milestone in our journey as we became a certified B Corporation with a score of 98.7!

**MARCH 2021**

This month saw us hire our 10<sup>th</sup> member of the team and win the BizX Award for Best Company Culture.



**APRIL 2022**

We ran our 100<sup>th</sup> free CPD session since running our first in May 2020.



**JULY 2022**

We launched our Graduate recruitment programme and hired our first two graduates.

**SEPTEMBER 2022**

We celebrated our ongoing charity partnership with Challengers by abseiling down the Spinnaker Tower and raising over £1,500.



**OCTOBER 2022**

We reached £1 million in turnover!

**JANUARY 2023**

We reached over 50,000 trees in our Ecologi forest and a massive milestone of having offset over 1,000 tonnes of CO<sub>2</sub>e.



## OUR TOMORROW...

It's all very well looking at the things we've already achieved, but you'll probably be more interested in knowing where we're going next. You'll be pleased to hear we have big ambitions for the next three years. By the end of 2026 we will:

- Increase our turnover to over £8 million
- Increase the proportion of commercial work to 70% of our overall sales
- Diversify the location of clients to include 5% of non-European sales
- Build up our team of technical and support staff to meet the increase in demand
- Donate 1% of revenue to emissions offsetting, and 0.5% of gross revenue to charity
- Boost our client impact to 300,000 tonnes of CO<sub>2</sub> eliminated from future buildings
- Build our Meshwork community to around 30,000 members

# OUR TEAM

## WHAT DO YOU CALL A BUNCH OF MESH EMPLOYEES? "MESHLINGS!"

Our team is the (not so) secret to our success. The Mesh team is made up of individuals from a diverse range of backgrounds – different nationalities, ages, experiences, and cultures – but we're united by a common set of values and a belief in a better future for our built environment. As we grow, we're hoping to maintain our close knit culture and ensure everyone feels part of the journey.

## OUR STRUCTURE

The business is formally divided into sales and operations. Within operations, which is led by Jen, we have a Building Performance Team and a Mechanical and Engineering Team, who work closely with one another on each project. This means we can advise clients on things like feasibility and specifications at an early stage in the process and avoid unnecessary and expensive changes later in the build.

The operations side also work closely with the sales team, the latter gaining technical support in the early stages of tenders, and the former having support on upselling and client management.

These two teams are overseen by Mesh's Founder and Director, Doug, and supported by our Meshwork Community Manager, Recruitment Consultant and external HR, legal and finance specialists.

**HOW IT STARTED...**



**Doug Johnson**  
Founder & Director

**HOW IT'S GOING...**



**Jen Wallace**  
Operations Director

## OPERATIONS TEAM

## MECHANICAL & ELECTRICAL DESIGN



**Jamie Burton**  
Senior M&E Consultant



**Dan Grammer-Taylor**  
M&E Design Consultant



**Alastair Tarvit**  
M&E Design Consultant



**Lewis Caudy**  
M&E Design Consultant

## BUILDING PERFORMANCE (DOMESTIC)



**Pablo Jiménez-Moreno**  
Building Performance Consultant



**Jean Gib**  
Building Performance Consultant



**Ilianna Filippopoulou**  
Building Performance Consultant



**Gauri Kulkarni**  
Junior Building Performance Consultant

## BUILDING PERFORMANCE (COMMERCIAL)



**Richard Bowman**  
Building Performance Consultant



**Sophie Williams**  
Commercial Building Performance Consultant



**Farhan Ganam**  
Junior Building Performance Consultant

## SALES TEAM



**Simon Podd**  
Head of Meshwork



**Dylan Ross**  
Recruitment Consultant



**Rebecca Boehme**  
Sales & Head of Marketing



**Rhiannon James**  
Process & Sales Support Specialist



**Nazrin-Hasanova**  
Internal Sales Consultant

# OUR WORK

Our work is a mixture of ambitious commercial and high-end domestic projects. We tend to work in collaboration with architecture firms, but sometimes work directly with developers or homeowners. You can always find out more about our work on [our website](#).

## SOME RECENT PROJECTS

- A pioneering project which will provide a positive residential environment for justice involved women.
- A Passivhaus domestic project on the Isle of Wight with a solar slate roof and bedroom pods.
- Improving the energy efficiency of a 19<sup>th</sup>-century listed building at Rugby School.
- A Paragraph 80 home for a multi-generational family that aims to enrich the quality of its landscape.
- An award-winning community hub retrofit in a Portsmouth church.
- A Paragraph 80 floating home with its own solar PV island.

### CANOE LAKE LEISURE TENNIS PAVILION

(Community project)

The existing clubhouse was derelict, asbestos-ridden, the target of repeated vandalism. The vision for the pavilion was to create a truly public building as part of a substantial regeneration project for Southsea Common. The building was funded entirely by local donors for the benefit of the local community. Mesh undertook a feasibility study to consider the different energy options available for the building.



I've worked on hundreds of projects but there are two which spring to mind as favourites. Both have one thing in common, the aspiration to be the best they can be when it comes to energy efficiency and building performance.

Wishanger is one, a one-off house with an unusual design, pushing the boundaries without compromising on its sustainable credentials. The second project is Hope Street, a pioneering project for justice involved women. The client was very specific about their goals for the development, which were as aspirational as the project itself.

### RICHARD

Building Performance Consultant



A recent Cornwall domestic project stands out as a favourite for me. Along with the main house, there were barns and other outbuildings on site, so we worked closely with the client and their project manager to create a site-wide strategy for the building performance and M&E design. The client had high aspirations for the sustainability of the site and that was central to the decision making. It's a joy to work with a client like that – it was a real team effort to make decisions on design options and they were proactive in undertaking research and understanding the proposed strategy, which meant he could make decisions to keep the project on track.

### JEN

Operations Director



### MILLBROOK HOUSE HOTEL

(Commercial project)

The goal for this development was to provide high-end tourist accommodation in Jersey, using sustainable practices that fell in line with the island's ambitious commitment to carbon neutrality by 2030. Mesh were contracted to work on an energy strategy plan, and an audit of the existing building and proposed changes to help Trevelyan Developments and its partners plan a truly eco-friendly site. In particular, we looked at the RIBA 2030 Climate Challenge performance targets for operational energy use, water use and embodied carbon to help ensure a truly sustainable build.



Image credit: Tim Skudder Architects

### WHAT WE DID

- Energy strategy planning
- Building physical modelling
- Overheating and ventilation analysis
- Embodied carbon analysis
- Daylighting analysis
- Initial MEP strategy benchmarking
- RIBA 2030 Climate Change targets

### THE ARCHITECTS WE WORK WITH



# OUR SUSTAINABILITY

Creating a more sustainable future is at the core of our offering, but it's also central to how we run Mesh as a business. We work hard to minimise our environmental impact, maximise our social impact, and lead by example.

## A CLIMATE POSITIVE WORKFORCE

We offset all our business emissions and more via our Ecologi subscription. In the past three years, we have planted over **51,000 trees**, **reduced 1,029 tonnes of CO<sub>2</sub>e**, and **have supported 55 climate projects** from cleaner cooking stoves in Kenya to wind farms in Thailand.



## THE IMPACT OF OUR WORK

In 2022, working in partnership with our clients, we collectively reduced 33,318 tonnes of CO<sub>2</sub>. We worked out that's the equivalent of wrapping the entire planet with LED lights and lighting it for 2.5 months, or 82,500,000 miles in an average family car.



## CHARITY AND VOLUNTEERING

We have close ties with our local charities and will always jump at the chance of doing something a bit silly to raise money for them.

In 2022, we decided it would be a good idea to abseil down the side of the 170m tall Spinnaker Tower in Portsmouth. **We raised £1504 for Challengers**, who are an incredibly valuable organisation offering play and leisure facilities for disabled children and young people, and who have a location in Farnham.



## BUT DON'T WORRY...

There's no pressure to join in this kind of madness, just know you'll always be supported in taking time out to volunteer or raise money.

“ ”

The team and I are delighted to be part of a community of leaders driving a global movement of people, using businesses as a force for good. Buildings accounts for almost 40% of global CO<sub>2</sub> emissions so we're excited and proud to prove we're a leader in this space. We're also doing our utmost to contribute to the transition towards a sustainable and regenerative built environment.

**DOUG**  
MD and Founder



## BECOMING A B CORP

In November 2021, after months of hard work, we became a certified Benefit Corporation. If you haven't heard of B Corps before, they are businesses that balances profit with purpose, by meeting the highest standards of social, environmental, and governmental performance. B Corps are legally required to consider the impact of every decision they make upon their employees, customers, suppliers, community, and the environment.

## OUR SCORES

**98.7** **OVERALL**  
Average sector score: 81.4  
Average UK business score: 81.7

**GOVERNANCE** **18.5**  
Average sector score: 7.9  
Average UK business score: 8.7

**24.4** **ENVIRONMENT**  
Average sector score: 10.4  
Average UK business score: 11.8

**CUSTOMERS** **3.2**  
Average sector score: 1.6  
Average UK business score: 2.2

**35.5** **WORKERS**  
Average sector score: 21.9  
Average UK business score: 23.5

**COMMUNITY** **18.8**  
Average sector score: 14.8  
Average UK business score: 15.2



“ ”

Mesh Energy becoming a B Corp is a major milestone for us and demonstrates our commitment to the work we do, the community we operate in, our employees, and our customers. We pride ourselves on what we stand for within the company but also as people. I am super proud to stand as a Meshling with our B Corp certification.

**RHIANNON**  
Sales Support Specialist

# MAKING MESH A GREAT PLACE TO WORK

Now you're more familiar with what we do, who we do it for, and what we care about, here are some of the reasons why we think Mesh is a great place to work.

## WE'RE GOING PLACES

Since 2018, we've grown the team by 20 people, launched an app, written a book and built an online community of over 2,000 people, and we're not planning on stopping there. We're intent on making Mesh the go-to expert on sustainable construction. So if you want a job where your career can grow alongside the company, then Mesh may be the place for you!

## WE WORK ON SOME INCREDIBLE PROJECTS

Working in sustainable design and construction necessitates innovation, confidence, and a little bit of imagination because we're working with our clients at the frontier of what's possible. If you're looking for intellectual stimulation and creative challenge, then look no further.



“ ”

I love being part of the Mesh team. Coming to work is fun, engaging and we are all focused on delivering a quality, lasting service to our customers. The support and inclusion in facing new challenges every day is fantastic.

**RHIANNON**

Sales Support Specialist

## EVERYONE HAS A VOICE

We don't set much store by formal hierarchies, and we know that every member of the team has something to learn from another. From our recent graduates to our experienced team leaders, everyone has a place at the table – quite literally in our weekly meetings.

## WE ARE LEAVING A LASTING LEGACY

Everyone who works at Mesh does so in the knowledge that they're leaving the world a better place than they left it. We all genuinely care about the state of the planet. Because if a great culture helps you get to sleep on a Sunday, a united purpose is what gets you up on the Monday.



## WE DON'T TAKE OURSELVES TOO SERIOUSLY

We don't think you need to take yourself seriously to produce great work. Our office culture is informal and relaxed – get your work done and have fun while you're doing it.

## LET YOUR IDEAS BECOME REALITY

When people speak, we listen. So if you have a great idea about a new product or service we can offer, or a more efficient process we can integrate, you can be sure we'll give it a go. Our only stipulation is that it doesn't break the bank!

## INDEPENDENCE AND TRUST ARE THE DEFAULT

From your first day at Mesh, you will be trusted to manage your time and workload effectively. While trust doesn't need to be earned, it should be valued and treated with respect. Our success depends on everyone working hard.

## WHAT WE MEAN BY HARD WORK

Results matter more than the number of hours worked. There is no gallantry in working long hours (it usually means there's inefficiencies or issues in the process). We understand what we are trying to achieve and measure our success against that.

## YOU DON'T NEED TO JUST BELIEVE US...

### 2022 B Corp Best in the World for Workers

In 2022, we were chosen as one of B Corp's Best in the World. While all B Corps have to show high standards across every area of their business, our dedication to our staff was noted as particularly impressive thanks to things like our private healthcare as standard and our quarterly engagement surveys.

### 2022 Surrey Business Awards "Most Sustainable Business"



### 2019 BizX award "Best Company Culture"



## WHY DOES THIS MATTER ANYWAY?

Well, partly because it's nice to have your hard work recognised, but it's also confirms – by independent assessment standards – that what we're doing at Mesh is pretty unusual.

# CREATING + NURTURING CULTURE

Creating a good working culture takes time and careful decision making. It's taken a while to get to where we are today and there's been some bumps along the way, but that makes us all the more proud of what we've achieved.

## A DELICATE ECOSYSTEM

Culture is a living, breathing thing, just like the people who make it what it is. Every new team member we hire is a key part of our ecosystem, helping to contribute something awesome. That's why it's so important to get the right people for the job, not just based on their skills or experience, but their attitude and how they behave.

## A WORD ON FAILURE:

Messing up is part of life, and no matter how hard we try everything will make a mistake at work at some point. We want you to feel secure enough to try new things, and sometimes fail at them. What matters is what happens afterwards.

## OUR RULES FOR FAILING SUCCESSFULLY:

- 1 If your idea doesn't work out, be self-aware and humble. Learn, adapt, and then move on.
- 2 Make sure your failure doesn't break the bank. Test ideas cheaply. If they work, we can dedicate more resources to scaling it.

We chose the word 'behaviour' rather than 'value', because it's about the actions that you take.

### THREE BEHAVIOURS WE VALUE:

#### CURIOSITY:

At Mesh, we're a team of innovators looking to leave something better in our wake. That requires curiosity. Curiosity to know if there's something other than the status quo, curiosity to understand alternative perspectives to your own, curiosity to make connects that others would miss, curiosity to fill the gaps in your knowledge (and the humility to know there are gaps!).

#### SELFLESSNESS:

When you're at work, you're part of the team, that means you do what's best for Mesh. If that means taking 10 minutes out of your day to help a colleague out, sharing your ideas about how to improve a process, or covering for a team member who is off sick. We work in collaboration, not isolation.

#### POSITIVITY:

No one is happy all the time, and we would never expect it from our team. But what we do want is a proactive, solutions-focused mindset that spots gaps or flaws and does something about it. Recognising that tomorrow is a new day and that some of the most positive developments comes from negative situations.



The power of collaboration and teamwork is appreciated here at Mesh. Working with my colleagues in the building performance team, we draw upon each of our areas of expertise creating effective sustainable mechanical and electrical design and ultimately successful low energy buildings.

**DAN**

Mechanical & Electrical Design Consultant



### AND HOW WE ENCOURAGE THEM:

#### OUR PROMISE TO YOU:

We will give you every opportunity to let your curiosity flourish, whether that's through weekly time for learning, an open floor for discussion, or managerial encouragement for testing out new ideas and always asking 'why'.

#### OUR PROMISE TO YOU:

If there's a problem, you won't need to face it alone – you'll have colleagues to talk it through with, team leaders to escalate it to, and leadership who will support you.

#### OUR PROMISE TO YOU:

Your contributions will be valued and considered, your managers will act selflessly with their time and support, Mesh's success will be attributed to the whole team and everyone will be rewarded accordingly.



# WHAT YOU GET FROM US

You may be thinking, 'what about the practical benefits of being a member of the team'? Never fear, from flexible working to private healthcare, there's a reason we've been voted one of the Best in the World for Workers by B Corp.

## REGULAR SALARY AND BONUS REVIEWS

We use a standardised performance metric to balance your productivity with your salary, and if your output is off the scale, we'll adapt your salary accordingly. This has nothing to do with how many hours you work, just how smart you work and means we can recognise good work without bureaucratic delays.

## FLEXIBLE WORKING

Trust is the default at Mesh, and we want everyone who works here to have a healthy balance of life and work. Whether it's a doctor's appointment, childcare, a religious event, or a sports class, as long as you get the work done, you can work to your own timetable.

## REMOTE OR IN PERSON - IT'S UP TO YOU

We have an office in Surrey, but our team live all over the country. We don't set rules on when people need to be in the office – some people come in every day and others just check in every now and then by coming to our team events.

## UNLIMITED ANNUAL LEAVE

Everyone is eligible for at least 20 days annual leave (plus an extra day for your birthday), and everyone has the opportunity to take unlimited extra days of leave if they meet their productivity targets.

## GENEROUS PARENTING LEAVE

We offer four months fully paid leave for either parent, so you can spend time with your new arrival without worrying about how you're going to pay the bills. While our regular keeping in touch days and flexible working help to make you feel part of the team and supported throughout.

## QUARTERLY TEAM ACTIVITIES

We take our organised fun very seriously. Every couple of months we bring the team together for various outings and activities that they get to choose. Over the last few years these have included:

- Gingerbread house decorating
- Clay pigeon shooting
- Competitive Lego building
- Rounders in the park
- Many, many BBQs
- An escape room (we got out)
- Go-karting
- Crazy golf
- Go Ape
- Wreath-making
- A murder mystery
- A treasure hunt
- An annual Christmas party



## PRIVATE HEALTHCARE

A healthy team is a happy team, which is why we offer private healthcare as standard for all staff – including basic dental and mental health care.

## TIME OFF FOR CHARITY EVENTS

We take our B Corp certification very seriously and we want to encourage all our staff to contribute towards our social impact, by working together to support local charities – from wrapping Christmas gifts and batch cooking for the night shelter, to abseiling down the Spinnaker Tower.

## WEEKLY TIME FOR SELF-LEARNING

Curiosity is one of our core behaviours, and the continued education and development of our team is central to our success, enabling us to stay at the forefront of a rapidly changing sector. Each team member has a dedicated allowance of time each week to work on their learning and development, supported by their manager.

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Being a mum and a Meshling is about balancing two important roles in my life. Remote working gives me the gift of time without impacting on team dynamics. I am in contact via video call and chat with colleagues every day and regular team meetings and activity days ensure I feel a very valued member of the team. Creating a work-life balance gives me the freedom to pursue my career, to continue to grow and develop professionally, and make a positive impact in the world.

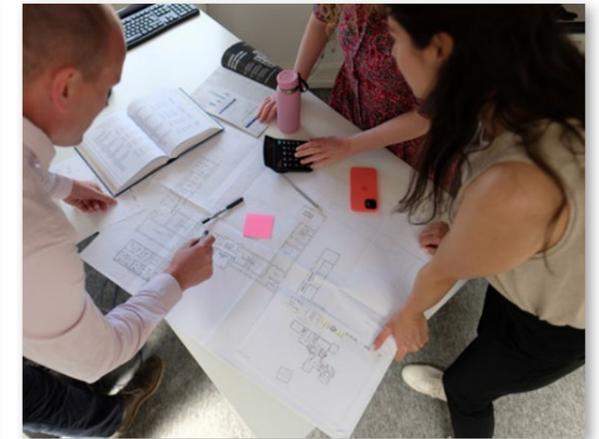
**SOPHIE**

Commercial Building Performance Consultant



# TRAINING + DEVELOPMENT

Continuous improvement is at the heart of Mesh's success, as well as being vital to anyone working in the sustainability sector, we like to think of it as the natural consequence of our three behaviours: curiosity, selflessness and positivity. Our team members come from a variety of industries and backgrounds, and often come to Mesh at different stages within their career, which means their training and development needs are as varied as they are.

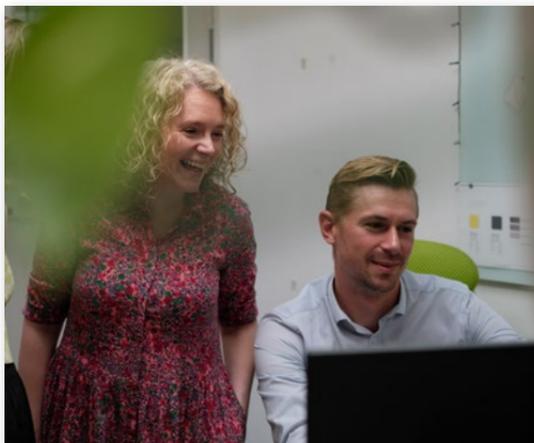


## GETTING UP TO SCRATCH

Initial training is geared to new starters and graduates, to allow us to quickly get a sense of levels of understanding in key areas and start to fill any gaps. We use videos and case studies to lead new recruits through a series of typical projects, introducing them to our processes along the way. New starters are paired with a mentor and encouraged to shadow and support other team members while they become confident in our processes, this is also a great opportunity to get to know teammates and share knowledge on how we can improve our way of working.

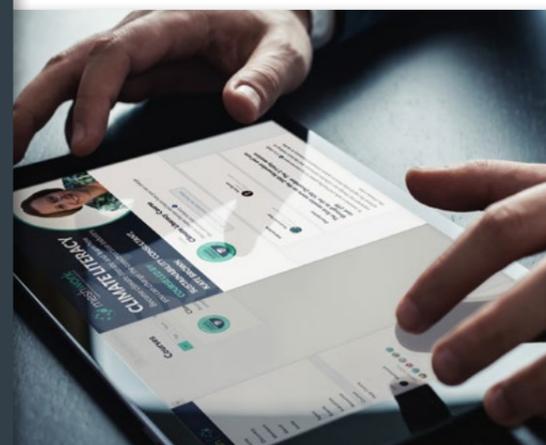
## CONTINUOUS IMPROVEMENT

Every member of the team is allocated a generous training budget and is expected to lead their own training and development, with support and guidance from their manager. To help steer this training we use a competency matrix to track and record each team member's confidence and experience in different areas of their work – both technical and soft skills. Quarterly appraisals are held to map progress against realistic goals, recognise success, and agree learning targets for the quarter.



## IN HOUSE CPD SESSIONS

The Operations Team hold weekly CPD sessions. These are either product based, with external speakers demonstrating technology or discussing case studies, or challenge based; geared to share a new process development, internal tool, or way of working. Team members are encouraged to invite their own speakers to suit the demands of their projects and this helps the whole team stay abreast of emerging technology and best practice.



Working at Mesh Energy as a graduate has been a rewarding experience, where every day I am able to apply my education to real-world situations and make a positive impact on our clients' energy needs. The supportive and inclusive culture at Mesh helps me grow professionally and also allowed me to be a part of a team that is dedicated to creating a better/sustainable energy future for all.

**NAZRIN**  
Internal Sales Consultant

## A WORD ON FEEDBACK:

Feedback is central to development: you can't always go it alone: hearing and offering feedback should be both a comfort and a support.

## OUR IDEA OF GOOD FEEDBACK:

- 1** Should be constructive and solutions-focused
- 2** Can be hard to hear, but usually when it's a truth that's important to face
- 3** Is horizontal, everyone needs and should receive respectful feedback, new starters and managers alike
- 4** Recognises success as well as areas for improvement
- 5** Should keep us on our toes and striving

# BECOMING A MESHING

At Mesh, we are always on the lookout for aspirational and enthusiastic individuals that want to create a sustainable, low carbon future for future generations to enjoy. Whether we are currently advertising the perfect job for you, or you just want to find out more then please do get in touch. We believe in grabbing opportunities as they arise, so if you think you'd be the perfect fit but we're not currently recruiting, get in touch anyway and we'll kick off the conversation.

**YOU CAN FIND OUR CURRENT VACANCIES HERE.**

## WHAT DOES THE INTERVIEW PROCESS INVOLVE?

We're not trying to reinvent the wheel here, so in order to apply, simply send us your up-to-date CV with an email explaining why you'd like to apply for a particular role.

Candidates who reach the final stage of interviews will be asked to complete a DiSC profile. This is a fun exercise that gives us a deeper understanding of your skills, priorities, and cultural fit, allowing us to build great teams and integrate you into the Mesh culture.

Throughout the process you'll remain in close contact with Dylan, so you won't be left with unanswered questions or wondering what's happening next. We always aim to get back to people promptly as we know there's nothing worse than waiting on a job application.



Dylan Ross  
Recruitment Consultant

## THERE ARE NORMALLY THREE INTERVIEW STAGES

- 1** An initial chat with our Recruitment Consultant Dylan, who will talk to you about culture, your motivations, and goals.
- 2** A meeting with either the Head of Operations or Sales Manager (depending on the team you'll be applying to work with) where you'll discuss your previous experience, career goals and any questions you may have about the role.
- 3** In the final stage of the process, you'll be invited to visit the team in Farnham, this will give you the opportunity to chat to your potential colleagues about life at Mesh and understand more about the kind of work you'll be doing day to day.

## MONEY TALKS

We're not embarrassed by money and make every effort to talk about salaries up front. We usually include a transparent salary range when advertising our roles, but in some cases these vary depending on experience. You will have the opportunity to discuss salary expectations and other benefits with Dylan in the first stage of interviews.



“ ”

Mesh's recruitment process is focused on finding how your skills and personality match the team's way of doing things. During my interview, I felt like I was already a part of Mesh and felt valued as an individual. Mesh accommodated my needs, including sponsoring my legal right to work in this country. It was a very positive experience that was an accurate reflection of what it's like to work here full time.

## PABLO

Building Performance Consultant

## SOME QUESTIONS YOU MIGHT HAVE...

### Where can I find the closing date for your vacancies?

We don't tend to put a closing date on the vacancies because we keep it open until we find someone. We do make sure everything that's online is up to date though so don't worry about wasting your time applying for a role that's closed.

### Do you offer refunds for travel to interviews?

We don't currently reimburse applicants for interview. That's partly why we do the first couple of stages online, to minimise the impact of the process on your current role and it tends to be those who we're seriously considering that we invite to Farnham.

### If I'm unsuccessful, will I be offered feedback?

Yes, of course. Our Recruitment Consultant Dylan will always have a catch up with candidates after interview if they would like one.

### I have recruitment related feedback, how should I submit it?

We're always looking at ways to improve our processes, so feedback is very welcome. You can either send it through by email, or by contacting [Dylan directly on LinkedIn](#).

### I don't currently have the right to work in the UK. Will you sponsor my visa?

It's absolutely an option, we are a registered visa sponsor and have undergone the process in the past for previous team members. We want the best people, so we're always open to exploring this option.

### Can I get an alert when you post new jobs?

We don't have a notification system, but you can find out about our latest jobs by following us on LinkedIn, Instagram, or by signing up to our monthly newsletter Memo, where we post out all our latest opportunities.

### Do you offer work experience, internships or volunteering opportunities?

We don't currently offer internships or work experience. However, we do actively encourage university graduates from engineering, sustainability and architecture backgrounds to apply for our junior roles.

**ANYTHING ELSE? JUST LET US KNOW BY GETTING IN TOUCH.**

# mesh

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