

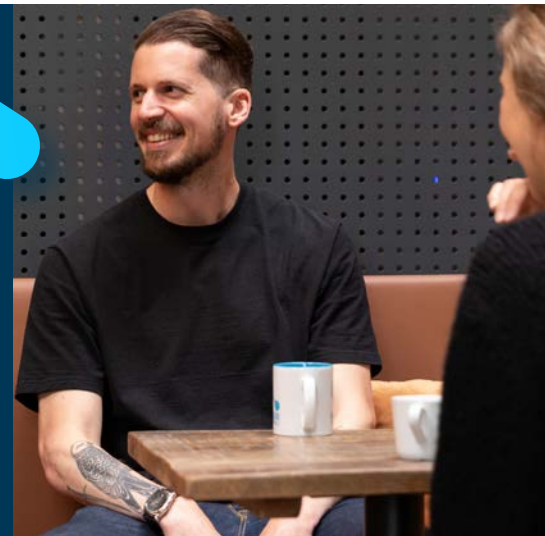
**search
laboratory**

Part of Havas Media Group



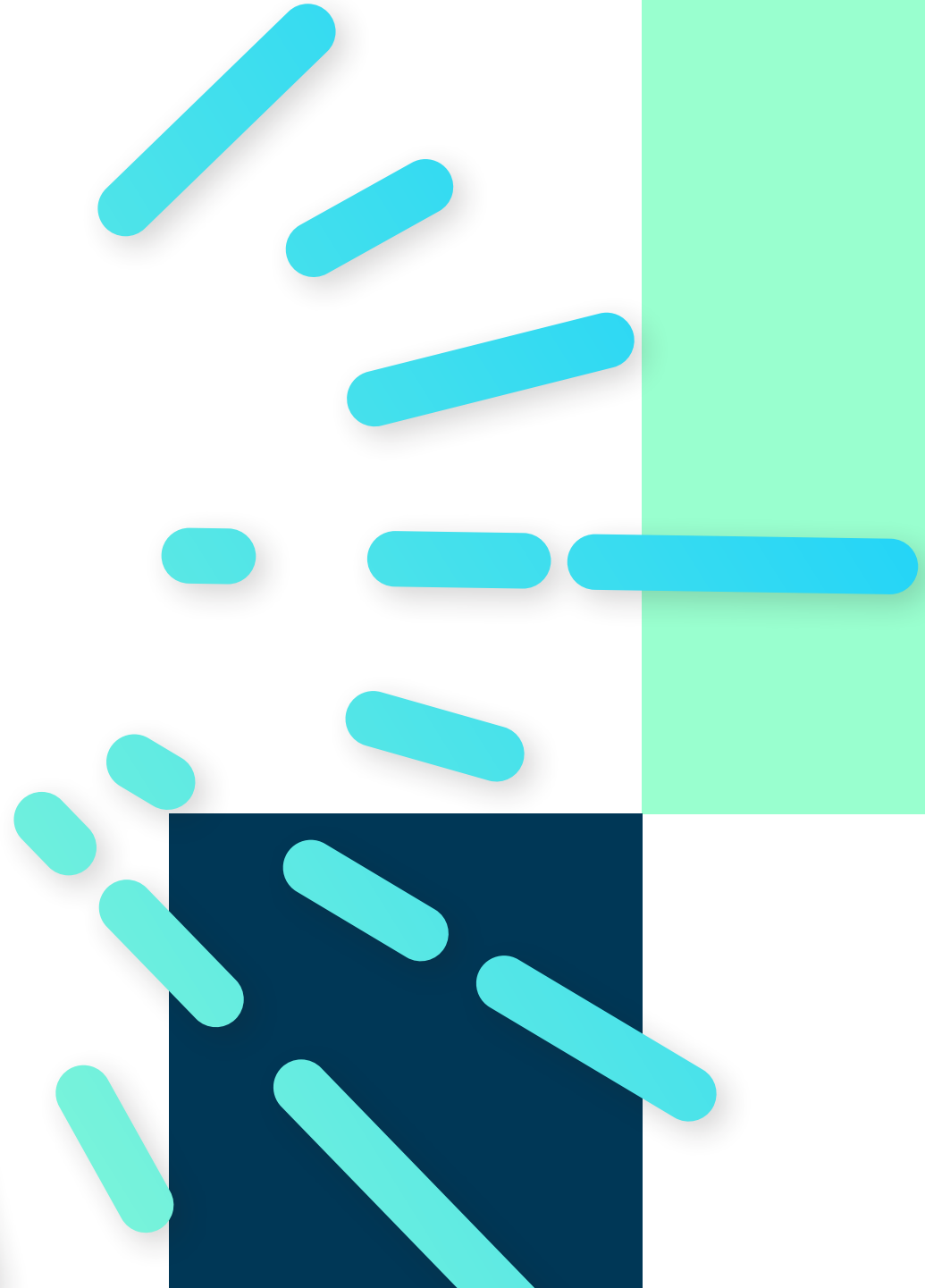
LIFE AT THE LAB

Our Culture and Benefits



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WHO WE ARE

Search Laboratory is a digital marketing agency, but we offer so much more than that. We're more than just a workplace. We're somewhere you can learn and progress in your chosen field of marketing, with supportive managers and ongoing training programmes to help the brightest minds in the industry shine. We've come a long way from our humble beginnings in 2005 and now have award-winning teams in both the UK and the US. Together, we work on marketing campaigns that get incredible results for some of the world's most ambitious brands.

Our employees love working here, too – and we have the awards to show it! We've been a Sunday Times Top 100 Employer for an incredible eight years. Pretty impressive, right? This award highlights the best places to work in the UK and is voted for by the staff themselves, showing how great the culture is that we've built together.



2012



2014



2015



2016



2017



2018



2019



2021



Be a part of something that's more than just a workplace

WHAT WE DO

We blend strategy, technology and data with a whole load of creativity to create digital campaigns that drive global success. If a client needs an innovative campaign to build their brand and get them noticed, we're on it. If they want to increase conversions, we can dig deep into analytics to figure out precisely what their audience wants and build a strategy from there. From engaging content and powerful graphics to technical insights, our work helps brands grow and thrive.

Our diverse team has experience across a range of digital marketing specialities, including:

STRATEGY
ANALYTICS
DATA SCIENCE
SEO
PPC
PROGRAMMATIC
CRO
MARKETPLACES
SOCIAL
DIGITAL PR
CONTENT
DESIGN

HOW WE WORK

We've surrounded ourselves with forward-thinkers who genuinely love what they do. Our team cares about making a difference – not just by creating outstanding campaigns for clients, but by having a clear set of core values that applies to our workplace, people, and the planet.

At Search Labs, we are;

- INNOVATIVE** - We champion change. We're not afraid to lead the way and do what hasn't been done before.
- TRANSPARENT** - What you see is what you get. We're open, honest and fair in the work we do and with everyone we work with.
- RESPECTFUL** - Everyone should have a voice. We listen to our colleagues, our clients, our community, and our planet.
- ACCOUNTABLE** - We get the job done. We work hard and always do what we say we're going to do.

OUR CLIENTS

Our clients are at the heart of everything we do. We're growth partners; we work **with** clients rather than for them. We genuinely care about getting the best possible results and have a fantastic team of digital talent to help us do just that. We're bursting with creative ideas, but our work is backed by analytics – there's no guesswork here.



"They have an international footprint and international team members that help us scale campaigns across the globe. They provide a huge value add as we know that a Google translate of an English campaign just doesn't work.."

Ryan Black,
Director of Global Digital Marketing, Staar Surgical

"We really value how Search Laboratory work collaboratively with us, they are always open to direction from our side, but equally bring ideas and insights from their broad experience. We're really pleased with the progress made."

Emma Jeszke,
Head of Performance Marketing, Allplants

"To run a successful campaign, you need a good relationship and a certain level of trust. In that respect we are in a really good place with Search Laboratory."

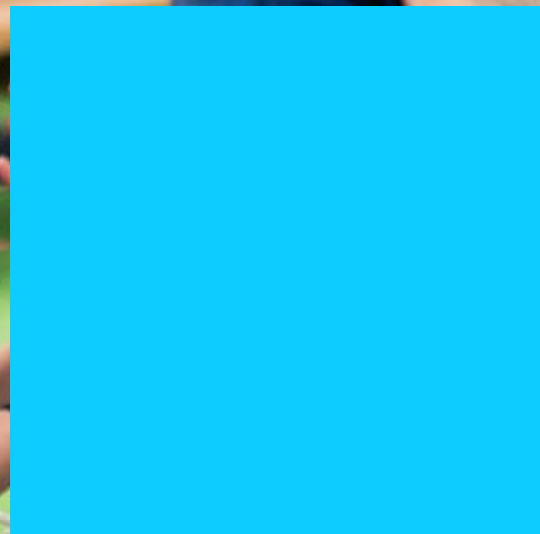
Michal Chrusciel,
SEO Lead,
Matchesfashion.com

"They help us make decisions that are best for our business case, rather than the easiest or most profitable for them."

Jenni Kuo,
Search Marketing Manager,
Kingston Technology



OUR BENEFITS



Birthdays

Start at 11 or finish at 3 on your, and your children's, birthdays



25 DAYS HOLIDAY + BUY 3 EXTRA

BLENDED WORKING

Work two days a week from the office and the rest are flexible



Our core hours

Whether you are an early riser or morning snoozer, you can work in a way that suits you best

10^{AM} - 4^{PM}

core hours

Press pause on work and take up to four weeks unpaid leave after seven years

FOUR WEEKS PAID SABBATICAL

after 10 years

Superflex

Twice a month start at 11 or finish at 3. Perfect for your morning gym session or beating the traffic to start the weekend early

**24
/7**
**SUPPORT AND
ADVICE LINE**

£500
TOWARDS HEALTH COSTS

**Paid company
sick pay**

to support both your physical
and mental health



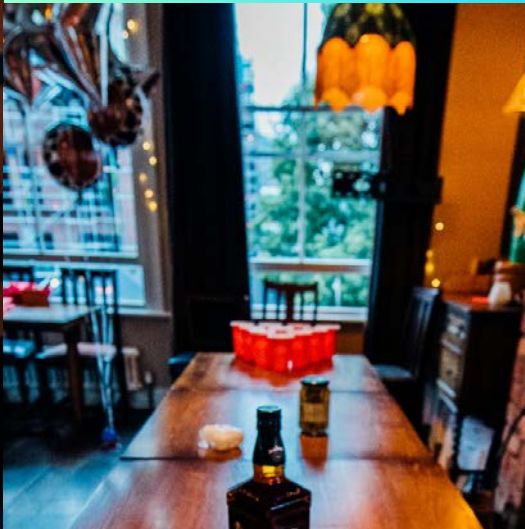
**Mental health
first aiders**

**Wellbeing
Calendar**

Supporting your wellbeing all
year-round with speakers, exercise
classes, onsite massages, nutrition
experts and more...

**PRIVATE
COUNSELLING**





GAMES ROOM



FREE DRINK THURSDAYS



Book club

Love to read? Join our book club



SWITCHING OFF



Free food

Tasty treats, eats and snacks

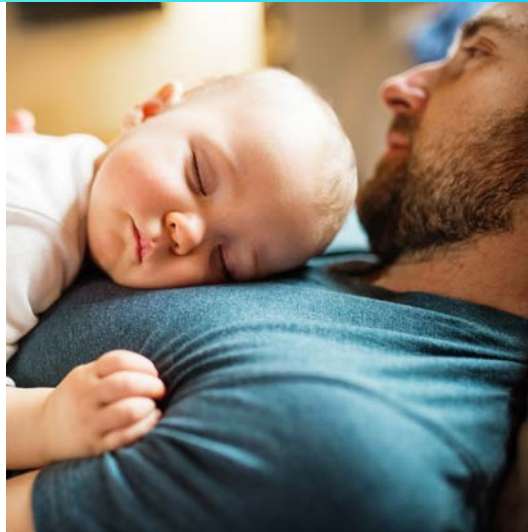


SOCIALS

Join us for fun and games with regular socials paid for by the company



3 MONTHS FULL PAY
MATERNITY AND ADOPTION LEAVE
+6 WEEKS at 50%



4 weeks
FULL PAY
PATERNITY



FAMILY FRIENDLY

Leave after loss

Paid compassionate leave and any other support you may need

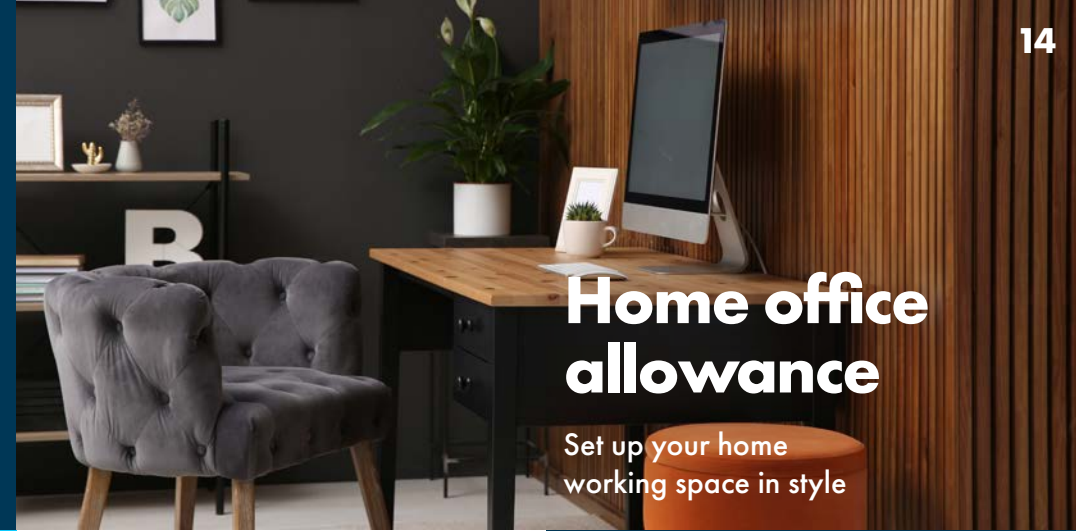


Fertility

We're here to support you on this journey with paid time off for appointments

MATCHED
5%
PENSION

+
Pension salary
sacrifice scheme



Home office allowance

Set up your home working space in style

Save with our
Discount platforms

£500
REFER A FRIEND BONUS

Free financial advice



+
£500 CLIENT REFERRAL BONUS



Socialise, work or relax in our contemporary café

ON SITE CAFÉ



PROGRESS
with our career
pathways



DEVELOP AND GROW



**We invest in
your training**

**1:1
COACHING**

**Meeting
spaces**
Let your creative juices flow



eBooks and audiobooks from our
digital library

Committed to being **CARBON NEUTRAL**



EDI

Equality, Diversity and Inclusion

Help us on our journey and volunteer to be an EDI Ambassador

MAKE A DIFFERENCE

Footprint group

looking after our planet and becoming carbon-neutral



Spotlight Award

Who will you shine the spotlight on, with our quarterly award?

PAID time off for charity work



Could you be a Transformer?

Our Transformers group share their ideas to us make this a great place to work





**search
laboratory**

Part of Havas Media Group

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