



Who thrives at Energise

Energise is not for everyone. We mean that in the kindest possible way.

Some people join Energise and feel at home almost immediately. They take ownership, build trust quickly, and grow into the role in ways that surprise even them.

Others find it harder—not because they aren't capable, but because the way we work doesn't suit what they need from an employer.

Before you read on, we'd encourage you to pause and be really honest with yourself.

Many of the things below sound appealing in theory. The question is whether they genuinely reflect how you prefer to work day-to-day. If you're not sure, that's useful information. This guide is here to help you make that call, for your sake as much as ours.

Why this matters

Our ambition is to create real impact, supporting the transition to a more sustainable future, while building a business that is itself sustainable in how it operates. That means balancing:

- **Environmental impact** (the work we do)
- **Financial sustainability** (a strong, resilient business)
- **Human sustainability** (a place where people can do great work without burning out)

We're proud to be a B Corp and a Great Place to Work, but for us, those are outcomes, not the goal. The way we work, and the expectations we have of each other, are what make that possible.

We offer a level of flexibility and trust that many organisations don't. In return, we look for people who take ownership of their work, communicate openly, and make decisions with the wider team and business in mind.

You might thrive at Energise if...

- **You take ownership and are comfortable with autonomy**
 - You don't wait to be told what to do, and you don't look for someone else to pick things up.
 - When something doesn't go to plan, your instinct is to ask: *what can I do differently next time?*

- You take responsibility for outcomes, not just tasks.
- **You communicate openly and early**
 - If something is going wrong, you raise it.
 - If you need help, you ask.
 - If you disagree, you say so, constructively and directly.
 - You're willing to have conversations that might feel uncomfortable, because they lead to better outcomes.
- **You manage your own work and set clear boundaries**
 - You're realistic about what you can take on, and you're willing to say so.
 - You ask for clarity rather than relying on assumptions, and you respect other people's time and ways of working.
- **You care about doing good work, not just getting things done**
 - We hold ourselves to a high standard.
 - You take pride in your work and are willing to iterate, improve, and see things through properly.
- **You combine kindness with honesty**
 - People here genuinely look out for each other.
 - At the same time, we value clear, direct conversations over avoiding discomfort.
- **You give people the benefit of the doubt, and still address issues**
 - You try to assume positive intent, even when things don't land well.
 - At the same time, you don't ignore problems; you address them and help move things forward.
- **You are open to learning and adapting**
 - Things evolve here.
 - You're open to feedback and actively look for ways to improve.

Why we're so clear about this

We believe Energise is a genuinely special place to work, but it's not the perks that make it special. It's the people, the trust we place in each other, and the shared responsibility we take for creating a business that is sustainable environmentally, financially and as a place to build a career.

If you read this and feel energised, there's a good chance you'll thrive here.