

# A guide for prospective B1G1 team members

Understand more about our Team, Culture, Hiring Process and expectations.





# ABOUT B1G1

B1G1 is a Global Giving Movement and Social Enterprise (certified B Corp), headquartered in Singapore.

Since 2007, we have worked with over 3,000 global businesses, empowering them to create a great difference in our world by embedding giving into the core of their business activities.

Through our unique giving platform and 'Operating System for Good', the B1G1 community has created over 275 million giving impacts to date.

Together we're living this belief, that we can truly **create a world that is full of giving.**



Certified



Corporation

# THE B1G1 TEAM

The B1G1 team has been quite lean for the last 14 years. And during that time, our core team based in Singapore served all our members across the globe.

From 2022, we're looking to significantly grow and develop our team to achieve some exciting big goals.

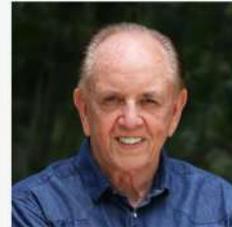
While we are still headquartered in Singapore, we now have a number of team members located in various parts of the world and we're ready to grow this further.

Recently, we have appointed new Board of Directors and are also fortunate to have many gifted Advisors who volunteer their expertise to help B1G1 grow.



*Meet the team members  
and Advisors here >*

## BOARD OF DIRECTORS



**PAUL DUNN**  
EXECUTIVE BOARD MEMBER



**GABRIELA STYF SJÖMAN**  
INDEPENDENT BOARD MEMBER



**YVES DACCORD**  
INDEPENDENT BOARD MEMBER

# CULTURE AND CORE VALUES

We believe in taking concrete actions (DOING) with aligned intention and care (CARING). And this belief constitutes our DOCARE values.

While each team member at B1G1 contributes to this in their own unique ways, it's the combination of our core values, culture and strong desire to continuously learn and give more that drives us as a team, to make a greater difference.



## CORE VALUES

**DESIRE TO IMPROVE**

Each time, improve something.

**OPEN-MINDEDNESS**

Be open to new ideas and change.

**COURAGE**

Tackle difficult tasks with courage.

**ACCOUNTABILITY**

Deliver on promise. Own full responsibility.

**RESPECT**

Find best solutions with respect for others.

**ENJOYMENT**

Find ways to enjoy every task.

**DOING and CARING can together create a real impact.**

# OUR APPROACH TO HIRING

In the same **DO CARE** spirit, this is how we approach hiring:



- Desire to Improve** - We regularly review and update our hiring processes and experience.
- Open-mindedness** - We actively seek and welcome new and diverse perspectives to add to the team.
- Courage** - We can't compete when it comes to pure financial benefits but we believe we make up for it through our honest and open approach to what you can expect at B1G1.
- Accountability** - We ensure timely communication with all applicants at each stage of the process.
- Respect** - We review and respond to every applicant who applies with care, clarity and gratitude.
- Enjoyment** - We aim to deliver a positive experience to every applicant, regardless of the outcome.

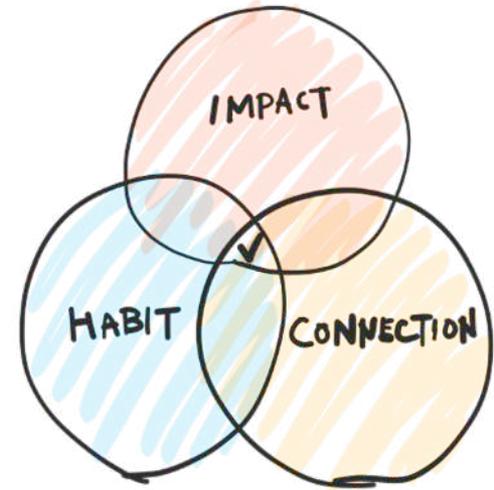
# OUR HIRING PROCESS

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	Phase 6
<p><b>Application</b></p> <p>In addition to your CV, we will ask you to submit a short cover letter and/or short recorded video answering some specific questions relating to your interest in applying for a position at B1G1</p> <p>This is your opportunity to let us know more about why you think you might be the right fit for B1G1.</p> <p>We will let you know of the outcome of the shortlisting by email within two weeks of <b>application</b>.</p>	<p><b>First Interview</b></p> <p>If your application is shortlisted to proceed, we will arrange a 1:1 video call (approx. 15-30 minutes) to learn a little more about you, your motivations and interest in joining B1G1.</p> <p>We will let you know of the outcome of this step by email within a week of this phase.</p>	<p><b>Second Interview</b></p> <p>If your application is to proceed to the next phase, we will invite you to a more in-depth video interview with 1-2 team members, where you can learn more about the role, expectations, company goals, team and culture.</p> <p>We will also get to know you better, dive into your relevant experience and get to understand your career goals and expectations.</p>	<p><b>Assessment</b></p> <p>After the interview, and depending on the role, the following may be requested:</p> <ul style="list-style-type: none"> <li>• Skills or general capability testing to understand you better (more detail will be provided)</li> <li>• Reference and/or background checks</li> </ul> <p>On completion of above items, your application will be reviewed and the outcome will be provided to you within 1-2 weeks.</p>	<p><b>Offer</b></p> <p>If you are successful, you will be presented with an offer. This may vary depending on where you are located in the world to align with our local and global hiring processes.</p> <p>You can expect to understand your job scope, salary and relevant benefits as well as our hiring terms and conditions.</p> <p>If you accept the offer, we will confirm a start date and next steps.</p>	<p><b>Probation</b></p> <p>This is a defined period from 3-6 months, to ensure that both you and B1G1 are aligned in values, performance and desired outcomes.</p> <p>During this phase, we will support you with clear expectations, training, constructive guidance, and feedback so you know exactly how you are progressing.</p> <p>An outcome will be determined and communicated during or before the end of your probation period.</p>

# WHAT WE ARE LOOKING FOR...

B1G1 isn't your ordinary employer. We are looking for team members who:

- Possess a **giving spirit**, striving to give more in every opportunity
- Embody the **B1G1 Values** and will enhance **the B1G1 Culture**
- Strongly believe in **B1G1's Vision and Purpose**
- Are **mission-driven** and intrinsically **motivated to give their best**
- Work with an **open mind** in a complex and constantly evolving environment
- Are **passionate about social impact** and communicate this excellently in writing and in person
- **Relish the challenge** to be a part of a dynamic growing global team and innovative social enterprise
- Want to play a key role in helping to radically scale the B1G1 Global Giving Movement



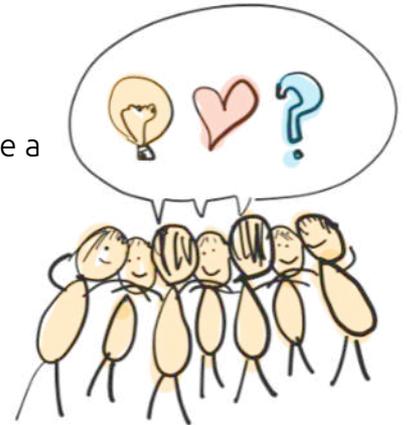
If this sounds like you then we can't wait to hear from you!

# WHAT YOU CAN EXPECT FROM US

Here are some of the benefits offered as a B1G1 team member:

- Flexible work arrangements (e.g., working hours, location, personal needs)
- Unique incentives and benefits focused on your well-being and meaningful experience of the impact you help create
- Ownership, trust and opportunity to always share your ideas and perspectives
- Professional and personal development opportunities
- Supportive and encouraging team
- Opportunity to create real global change together with other like-minded people - become a fundamental part of of a Global Giving Movement

Please let us know if you have questions, unique personal goals and requirements during the hiring process. We strive to make B1G1 a fantastic place to work, long-term.





Thank you for considering joining the B1G1 team.  
We look forward to receiving your application.