

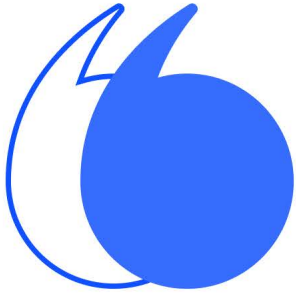


 Gain.pro

# Culture Book



Who is  
**Gain.pro**  
?



**Gain.pro is on a mission to serve everyone across the globe who wants to find, understand and track the companies that matter. Our market-leading B2B SaaS platform combines the best technology, research and user experience to provide our customers with a strong competitive advantage.**

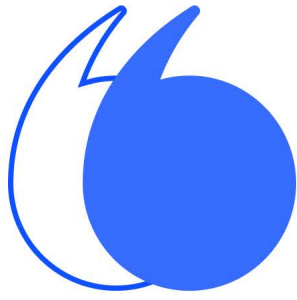


Gain.pro was founded in 2018 by Nicola Ebmeyer (ex McKinsey) and Frister Haveman (ex Bridgepoint & Bain) who had established careers in the industry. Their firms subscribed to nearly all the data/information tools available but they still had to spend a significant amount of time on tedious research tasks, such as cleaning financials, mapping companies and their industries, identifying owners/sponsors and relevant deal histories. Knowing that other investors and advisors did the same work, they saw a huge opportunity for a game-changing digital solution – Gain.pro! The platform was built to centralize and automate this work, so that investors and advisers could have easy access to high quality information and data on the companies that matter most to them, allowing them to refocus their time on more value-adding tasks that improve their competitive edge.

Now, thousands of users at large investors, advisers and consultants take advantage of our cutting-edge product to provide them

with private company analysis, in-depth reports on niche markets and strategic insights into investor behavior. Gain.pro has built up a roster of blue-chip clients among investors (such as KKR, Blackstone, Cinven, and CVC), M&A advisers and investment banks (such as UBS, Lazard, Perella Weinberg, and Rothschild) and consultants (such as McKinsey, Bain, BCG, and Roland Berger). A range of law firms, corporates and executive search firm also benefit from Gain.pro's insights.

In the past five years, Gain.pro has grown from a small team of 5 to a global workforce of 250. Nowadays, Gain.pro is one of Europe's top 100 fastest growing scale-ups with hubs in Amsterdam, Frankfurt, London, Warsaw and Bangalore.



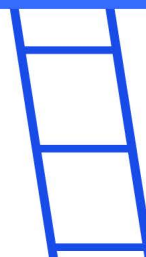
# The **Gain.pro** blueprint

We are one of Europe's fastest growing scale-ups and have the ambition to become a global leader in the space of private market intelligence. The very core of our culture is that "everyone in the company acts like an owner."



## People are our greatest asset.

- We strive to create a non-hierarchical, inclusive and trusting environment - your own contribution determines your progression.
- We believe in life-long learning and personal development.
- We respect your personal commitments and aim for a balanced work-life environment.







## Delighting our clients determines our actions.

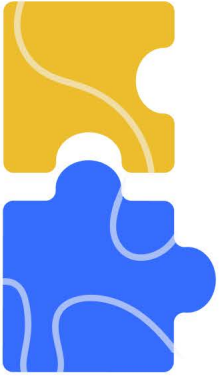
- We built the platform that we would love to use ourselves.
- We act with urgency, prioritizing innovation and customer success over internal matters.
- Client feedback is a gift.



## We run a sustainable business model.

- We relentlessly focus on the most effective allocation of resources and the bottom-line impact thereof.
- We strive for excellence in everything we do.
- Our perseverance lets us achieve the most ambitious goals.

How do you define a  
**Gain.pro**  
**team member**  
?



**We are a diverse group of people with a variety of backgrounds - at Gain.pro, we speak over 21 different languages and our team is a mix of over 33 different nationalities!**

**While each of us have unique personalities, backgrounds and passions, there is a common thread between all Gain.pro team members.**

We all follow a hands-on approach. No matter our position, if something needs to be done, we are always willing to roll up our sleeves and actively contribute to the execution of various projects, even if they are outside of our daily scope.

We operate in an environment with a flat structure where everyone can contribute and share their views. We trust our team members and give them freedom to share their ideas - from interns to C-level executives, your feedback is always valued, heard, and taken into consideration. Our team members speak up whenever needed and are open with one another.

We are feedback-driven. We remember that feedback is never personal but instead we treat it as a gift and believe in lifelong learning and personal development. You can learn something from everyone you meet!

Flexibility is an important aspect of our work that allows us all to thrive in a dynamic, rapidly growing environment. While we always plan ahead and keep all strategic goals in mind, we react fast whenever needed.

To us, smooth communication and responsiveness is the key to making our work easier. We are proactive in asking questions and reaching out to each other and remember we work together to reach common goals.



**We support each other and work together as one team. We appreciate the work of others and keep each other's perspectives in mind. Teamwork and cross-functional knowledge sharing is also something we enthusiastically encourage.**

We like to take initiative - all Gain.pro team members are self-starters who proactively come up with new ideas and independently drive progress.

At Gain.pro, we continuously push boundaries in terms of innovation, speed and excellence. We think outside of the box, love taking things to the next level and are continuously on the lookout for potential improvements. We act fast and are always on the forefront of latest tech developments while ensuring high quality of each project we take on.

Perseverance is another common trait we share. We never give up until we have achieved our goals!

We are fully dedicated to what we do at Gain.pro and always go above and beyond, but we also all highly value work-life balance and an opportunity to switch off to pursue different hobbies and interests after working hours. In our team, there are many sports fans, aspiring cooks, keen travelers and talented musicians. You will always find a companion to watch a theater play, share your favorite recipe or play a tennis match with.



One **Team**  
One **Dream**





Which  
**three words**  
**describe you**  
best as a colleague?

Reliable,  
supportive &  
rigorous



**Maria**

*Director of Customer  
Success, Frankfurt*



**Maulik**

*Head of Global  
Research Centre,  
Bangalore*

Cheerful &  
team player



**Agata**

*People Associate,  
Warsaw*

Driven,  
patient  
& practical

Warm,  
open-minded &  
hard-working



**Jessie**

*Marketing Programs  
Manager, London*



**Guilherme**

*Software Engineer, Amsterdam*

Resourceful,  
adaptable,  
co-operative

Motivated,  
collaborative &  
going the extra  
mile



**Matthijs**

Private Equity Intelligence  
Southern Europe Region  
Lead, Amsterdam



**Nandini**

Private Equity Intelligence  
Senior Associate,  
Bangalore

Reliable,  
consistent  
& fun-loving



**Neal**

Sales Director,  
London

Collaborative,  
reliable  
& adaptable

Collaborative,  
supportive &  
empathetic



**Kamil**

Financial  
Controller,  
Warsaw



**Brian**

Director of Data  
Engineering,  
Amsterdam

Common sense &  
entrepreneurial

Goal-oriented,  
adaptable &  
collaborative



**Bhowya**

Talent Acquisition  
Specialist, Bangalore



**Mikołaj**

Quantitative Insights  
Group Senior Associate,  
Warsaw

Task-oriented,  
helpful &  
cheerful

Goal-oriented,  
resilient &  
empathetic



**Raj**

Sales Development  
Representative,  
London



Our  
**People**





## Maria

*Director of Customer Success,  
Frankfurt*

### ***Why did you join Gain.pro?***

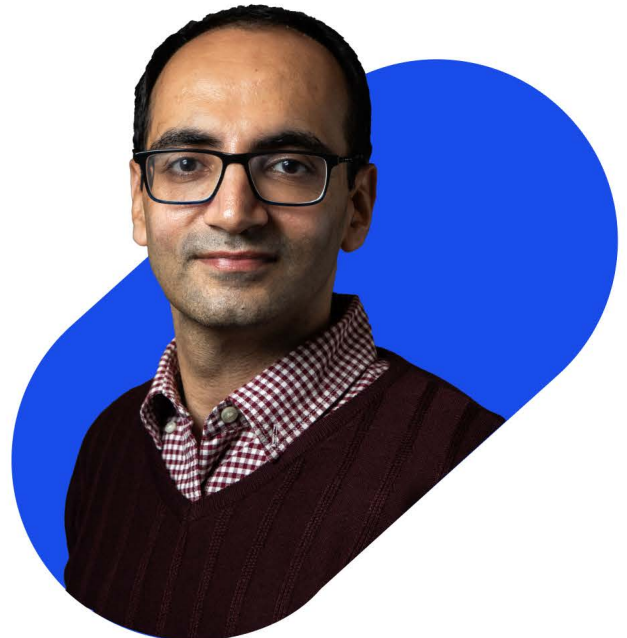
For me, Gain.pro combines a lot of elements that are important to me when it comes to my workplace: smart, ambitious people with a customer-centric mindset, a great product in an attractive market. There is also the opportunity to take ownership and responsibility with trust. That was the impression I had during the interview process and two years later I can still confirm it.

### ***What do you like the most about working at Gain.pro?***

The People! Everyone brings everything to the table every day to deliver great outcomes. You are trusted to do your job exceptionally well and your expertise is highly valued, regardless of title or seniority. And if you need help, it is only one Slack message or huddle away.

### ***In your opinion, what is unique about Gain.pro's culture?***

We really have fun, even during tough times.



## Maulik

*Head of Global Research Centre,  
Bangalore*

### ***Why did you join Gain.pro?***

The opportunity to join Gain.pro was unique for me in many ways. The chance to work in a high growth environment, set up a new office in India from scratch and contribute to building a truly unique product which I would have loved to have during my investment banking days, were all big reasons behind my excitement to join Gain.pro.

### ***What do you like the most about working at Gain.pro?***

I think it's great to see the alignment of goals and vision across the global team at Gain.pro. Everyone here is committed towards the success of the firm and is keen to contribute to the overall growth, making it very easy to collaborate across teams and geographies.

### ***In your opinion, what is unique about Gain.pro's culture?***

In my one year at Gain.pro, I have found our culture of transparency and openness truly unique. I had never experienced this level of organization-wide visibility and approachability in my career before. I believe that goes a long way in enabling all our team members to act like entrepreneurs.





## Brian

*Director of Data Engineering,  
Amsterdam*

### ***Why did you join Gain.pro?***

As a student I was looking for an opportunity at the intersection of private equity and machine learning - and Gain.pro was the perfect fit. I was also very happy with an opportunity to earn an income next to my studies. I have worked and grown with the company since, having worked in multiple departments. Over the last few years, I have worked in Engineering, where I primarily focus on Data and Product. The speed at which the company and product develop are what I find most engaging. Together with a very experienced team, I have the opportunity to work on fascinating engineering challenges every day.

### ***What do you like the most about working at Gain.pro?***

The entrepreneurial spirit. There have been times when we had an idea on Friday afternoon and started development on Monday morning. I love that.

### ***In your opinion, what is unique about Gain.pro's culture?***

The mix of grand ambitions and down-to-earth, pragmatic thinking. There is no shortage of grand ambitions in tech, but working towards them while keeping both feet on the ground is not something I see often.



## Agata

*People Associate,  
Warsaw*

### ***Why did you join Gain.pro?***

Joining Gain.pro as its first Campus Recruiter was a challenge I could not miss - to me, there is no better feeling than building things from scratch and here at Gain.pro, you have plenty of opportunities to do so. I immediately recognized how valuable it would be for my professional and personal growth - and I am happy to say it proved to be right!

### ***What do you like the most about working at Gain.pro?***

Freedom to come up with your own ideas and take on various projects outside of your initial scope is something I appreciate the most about working at Gain.pro. What makes each day truly unique, is an ambitious and supportive team working together towards a common goal - there is no other place with so many inspiring people you can learn from and have fun with.

### ***In your opinion, what is unique about Gain.pro's culture?***

Transparency and flat structure are things which make Gain.pro a (work)place to be. It is extremely rare to come across such a feedback-driven organization. At Gain.pro, you can make a real difference by sharing your thoughts and suggestions.



## Jessie

*Marketing Programs Manager,  
London*

### ***Why did you join Gain.pro?***

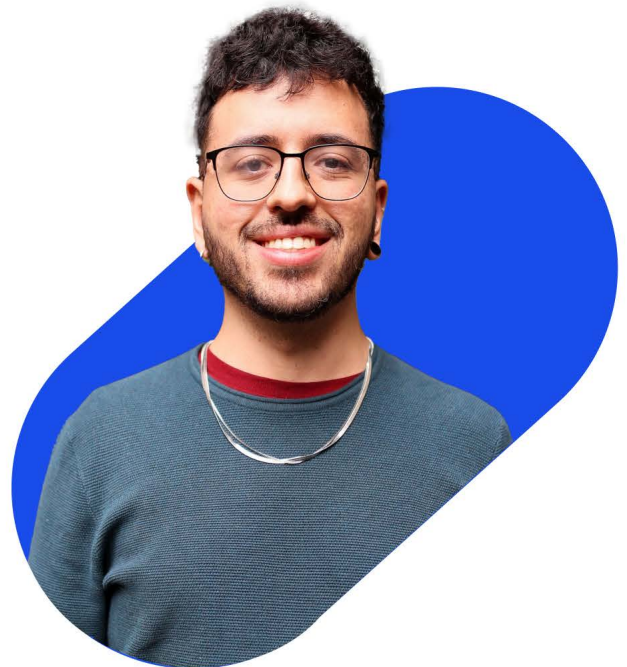
I joined Gain.pro because I felt an instant connection with the people. Even during my interview process, I could see that the team was built of entrepreneurial professionals who not only cared about their work, but their colleagues too.

### ***What do you like the most about working at Gain.pro?***

For me, every day is different. I have a very diverse workload and get to collaborate with colleagues across all our different verticals, which means I'm continuously learning. I also get to work with an amazing team that supports me in my work.

### ***In your opinion, what is unique about Gain.pro's culture?***

What's unique is that the people I work with are not just colleagues, but friends. We all genuinely enjoy each other's company - so much so that a few of us have even organized little holidays all together!



## Guilherme

*Software Engineer,  
Amsterdam*

### ***Why did you join Gain.pro?***

I was drawn to Gain.pro by the chance to work with cutting-edge technologies, including AI, and the strong team culture. After meeting the Engineering team, I felt a natural fit with the company. The combination of innovation and collaboration made it an easy choice.

### ***What do you like the most about working at Gain.pro?***

What I value most at Gain.pro is the opportunity to work on complex, end-to-end projects with a talented team. Each team member brings something unique, and I consistently learn from them. The collaborative environment fosters both professional growth and innovation.

### ***In your opinion, what is unique about Gain.pro's culture?***

Gain.pro operates with a truly flat hierarchy, where every opinion and idea is valued regardless of title. We're given both autonomy and trust to own our projects, enabling us to innovate and propose new solutions with confidence.





## Matthijs

*Private Equity Intelligence Southern Europe Region Lead, Amsterdam*

### ***Why did you join Gain.pro?***

Gain.pro is a rapidly-growing tech player with a highly-talented team. I wanted to be part of an innovative company with the possibility to take on a lot of responsibility.

### ***What do you like the most about working at Gain.pro?***

The dynamic atmosphere ensures that no one day is like another. There are always exciting projects going on across the company, allowing us to work together with the different teams within Gain.pro.

### ***In your opinion, what is unique about Gain.pro's culture?***

We all give 110% working towards a shared goal, while leaving more than enough room and time for fun and personal relationships alongside it. Also, the openness and approachability of our management team makes for a great culture.



## Nandini

*Private Equity Intelligence Senior Associate, Bangalore*

### ***Why did you join Gain.pro?***

During my time in private equity and investment banking, I saw a strong need for a product like Gain.pro. That is why I decided to become a part of this journey and contribute towards revolutionizing the private equity market.

### ***What do you like the most about working at Gain.pro?***

Everybody in the company is easily accessible. You can directly speak to the founders - they always look forward to interacting with the team!

### ***In your opinion, what is unique about Gain.pro's culture?***

At Gain.pro, everything is transparent and there is nothing hidden from the team which helps us understand the end result of our work.



## Mikolaj

*Quantitative Insights Group  
Senior Associate, Warsaw*

### ***Why did you join Gain.pro?***

I was looking for a job that would enable me to expand my knowledge concerning finance and business and find out whether I want to work in this industry. After some time, I realized that I not only enjoy working in the rapidly developing environment but specifically at Gain.pro.

### ***What do you like the most about working at Gain.pro?***

Writing in-depth market reports, coaching analysts and the culture. In addition to that, I enjoy that during the company's growth stage, one can be an actual entrepreneur, coming up with new ideas regarding platform improvements, and then implementing them.

### ***In your opinion, what is unique about Gain.pro's culture?***

In my opinion, Gain.pro's culture is a perfect blend of the corporate world's professionalism and the start-up's friendliness and relaxed approach.



## Bhowya

*Talent Acquisition Specialist,  
Bangalore*

### ***Why did you join Gain.pro?***

I just love being a part of a growing company where every day you are challenged and motivated and where there is continuous learning.

### ***What do you like the most about working at Gain.pro?***

The people - how an individual is treated with utmost respect and dignity. Everyone here thinks and acts like an entrepreneur. We are committed to everything we do and we never give up until it is done. Each and everyone works towards one goal.

### ***In your opinion, what is unique about Gain.pro's culture?***

Open door policy, transparency, trust, diversity, work-life balance and fun working atmosphere.





## Neal

*Sales Director, London*

### ***Why did you join Gain.pro?***

I was drawn to join Gain.pro for several compelling reasons that resonated with my personal and professional aspirations. However, I instantly noticed the company's commitment to innovation and pushing the boundaries of private company analysis, which immediately captured my attention. In addition, despite being regarded as a relatively 'new player' within this space, Gain.pro's reputation within the PE and M&A industry far exceeded my expectations. In addition, my decision to join Gain.pro was driven by a combination of my alignment with the company's values, the chance to contribute to meaningful projects and the ample prospects for personal and professional growth. I'm excited to be part of a go-to-market team that shares my passions and to contribute to the exciting journey ahead

### ***What do you like the most about working at Gain.pro?***

What I truly appreciate and enjoy about Gain.pro is the unique qualities that set it apart and create a fantastic work experience. For example, there is a strong emphasis on fostering a collaborative environment, which allows for colleagues across multiple teams to engage continually, while genuinely harnessing the value that strong teamwork and knowledge-sharing provides.

### ***In your opinion, what is unique about Gain.pro's culture?***

I appreciate the scale-up mind-set that is fostered throughout the organization globally. It's very refreshing to be part of a culture where all colleagues are pulling together in the same direction and very willing to support each other in order to reach our collective goals. In addition, there is a continuous learning environment which is encouraged and enables me to make a positive impact not only to my team, but the organization as a whole.



## Kamil

*Financial Controller, Warsaw*

### ***Why did you join Gain.pro?***

I joined Gain.pro because it offers me the unique opportunity to shape my role in the finance department, allowing me to work closely with the company's CFO on a daily basis. The second factor was Gain.pro's rapid growth trajectory, as it promises an environment of talented people and continuous learning. The ultimate confirmation came during the recruitment process with Agata, Jolle, Frister and Philip – I really enjoyed those meetings, making me confident in my choice.

### ***What do you like the most about working at Gain.pro?***

Working for Gain.pro is a rewarding experience as it grants me the opportunity to collaborate closely with the management team on a daily basis and allows me to gain invaluable insights into the operations of a scale-up company. Another aspect is having a true responsibility, knowing that my contributions directly impact the company's development and growth trajectory. I think the most important factor though is being a part of a remarkable team full of talented individuals.

### ***In your opinion, what is unique about Gain.pro's culture?***

I think that the most unique part of Gain.pro's culture is a strong sense of shared purpose of becoming the no. 1 company in the market. It is based on a committed team of skilled professionals who also happen to be good colleagues. This combination makes the whole working experience remarkable.





## Raj

*Sales Development Representative, London*

### ***Why did you join Gain.pro?***

I joined Gain.pro having been drawn to the opportunity to work with a team of industry experts who are passionate about transforming the private markets landscape. The company's impressive growth since its founding in 2018, along with its rapid success in establishing an elite client base within a short time frame made it the ideal place to develop my skills and contribute to something impactful.

### ***What do you like the most about working at Gain.pro?***

I appreciate the dynamic and collaborative work environment at Gain.pro, where innovative ideas are encouraged, and everyone's input is valued. Furthermore, the access to cutting-edge technology and in-depth market insights also makes it exciting to contribute to a platform that is transforming the private investment landscape.

### ***In your opinion, what is unique about Gain.pro's culture?***

Gain.pro is uniquely shaped by our founders' industry experience, fostering a deep understanding of the private market and a genuine passion for excellence. This foundation creates an environment that emphasizes collaboration, transparency and continuous learning where ambitious individuals can share ideas, grow together and make a real impact.



Life@  
**Gain.pro**



Daily office life and non-work related team interactions play a great role in creating a unique company culture that people truly want to be a part of. We have amazing company-wide and office-specific traditions and initiatives which we are proud of and are thrilled to cultivate!

### Dragons' Den

During the Dragons' Den event, three of our Private Equity Intelligence Analysts take the roles of business owners and prepare a pitch about the chosen asset for a group of Dragons. After the three different pitches, each Dragon announces which company/companies they would (hypothetically) like to invest in and their reasoning behind the decision. Our Analysts get the chance to practice their pitching skills and learn to be quick on their feet when answering questions from the Dragons, all without having to worry about the stakes at play.

### Offsites

As an international team based in five offices spread across the world, we highly value the opportunity to collaborate in-person and believe that it is cross-functional cooperation which truly brings the business to new heights. Each year, our teams gather all

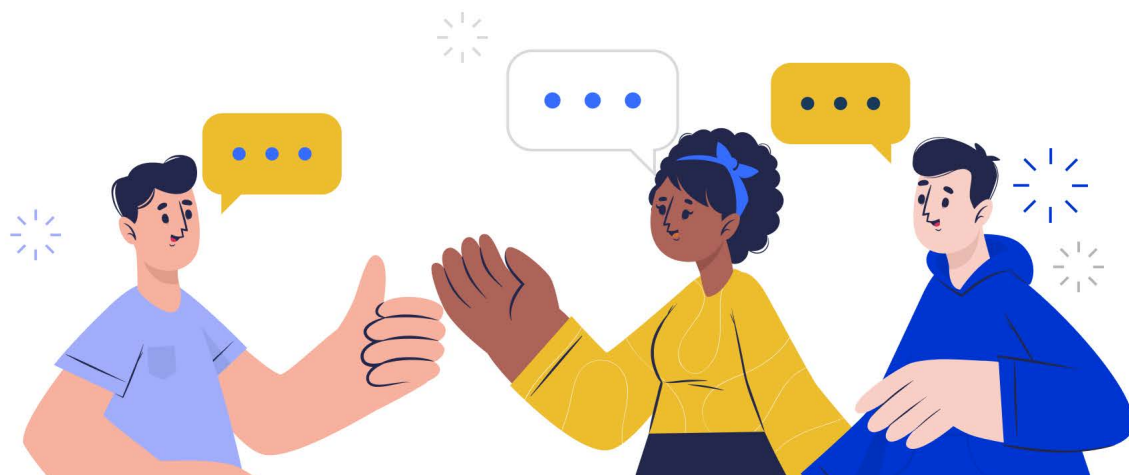
together close to one of our hubs to accelerate cross-vertical projects and drive forward company-wide initiatives but also have fun and enjoy face-to-face chats with colleagues from different locations.

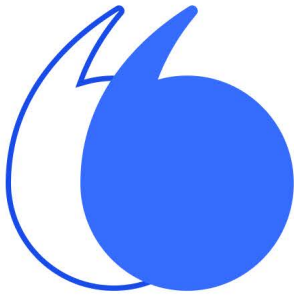
### Quarterly local team events

Each quarter, our local offices organize events for all local colleagues to enjoy informal chats, food, drinks or other exciting activities (such as karaoke, escape room and many, many more) and bond outside of working hours.

### Kudos

We celebrate our colleagues' successes - whether small or large - and recognize them for their contributions of any kind. The Kudos Slack channel is dedicated to praising team members for their achievements and inspires us all to achieve even more ambitious goals!





# What is it **like to work at Gain.pro** on a daily basis?

## Hybrid work

At Gain.pro, we highly value the opportunity to collaborate in-person. As a hybrid workplace, our team values spending time together – not only to collaborate on projects, but also to get to know each other better as colleagues, enjoy team lunches and coffee breaks. We appreciate the opportunity to gather in our offices across the world and hybrid model is what works best for us!

## Star of the Month

Each month, Gain.pro team members can nominate a colleague who stood out and went above and beyond their daily scope of responsibilities - it can be a unique achievement, success, project contribution or process optimization. Out of all the nominations, we pick three of the most outstanding contributors and reward them with a gift!

## Dress code

During corporate events and client meetings, we advise wearing a classic professional business style. During no-call working days, everyone wears comfortable smart casual.

## Referral programs

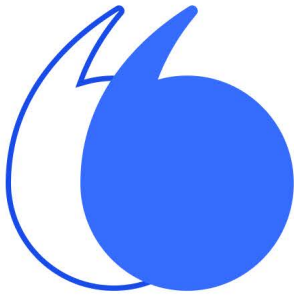
To recognize team members that actively engage their personal network to bring in new colleagues, we have a dedicated referral rewards scheme. We also promote an entrepreneurial approach and encourage everyone to spread the word about our digital platform to their networks. Whether a new client or colleague, your advocacy matters a lot and we make sure to reward it accordingly.

## Working hours

A typical Gain.pro team members' day starts at 9.00 AM and consists of about 8 working hours (excluding breaks you take for lunch and other activities). At Gain.pro, we foster a sustainable balance providing flexibility and planning security, which works both ways!







# Favorite company-wide or office tradition

## **Maria:**

*(Director of Customer Success, Frankfurt)*

Wine time in the Frankfurt office.

## **Matthijs:**

*(Private Equity Intelligence Southern Europe Region Lead, Amsterdam)*

If it's an Analyst's last day, they bake a cake/ pie and bring it to the office.

## **Maulik:**

*(Head of Global Research Centre, Bangalore)*

Gain.pro's annual offsite is a tradition I really like. It's a great opportunity for everyone to spend time together outside of the office, reflect on our journey together and have strategic discussions about the future.

## **Brian:**

*(Director of Data Engineering, Amsterdam)*

Friday afternoon drinks next to the Amstel during summer.

## **Agata:**

*(People Associate, Warsaw)*

Celebrating one another's work anniversaries and successes - watching colleagues achieving their milestones is one of the best feelings in the world!

## **Nandini:**

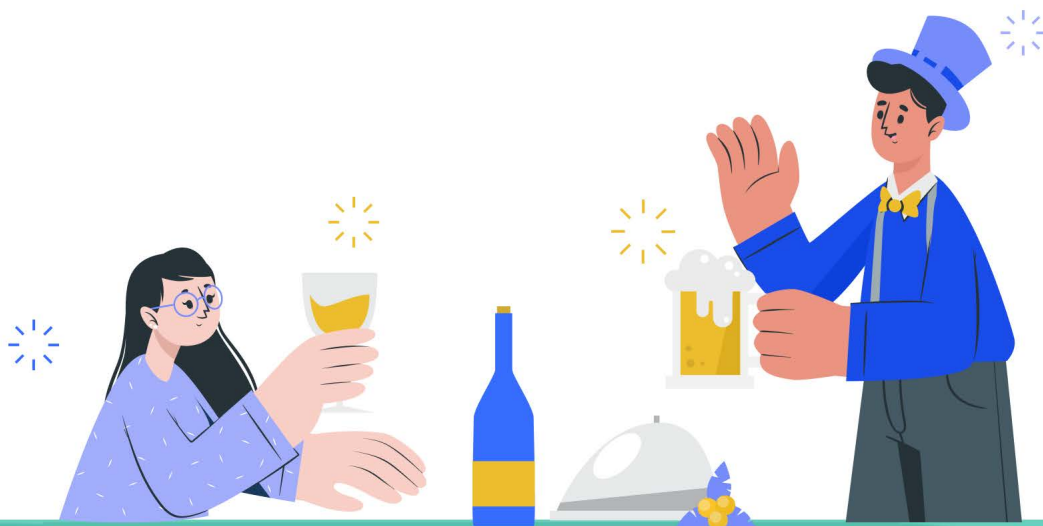
*(Private Equity Intelligence Senior Associate, Bangalore)*

Monthly business updates, offsites and celebrating the smallest successes.

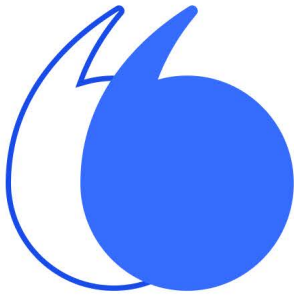
## **Kamil:**

*(Financial Controller, Warsaw)*

My favorite Warsaw office tradition is celebrating work anniversaries - whenever someone passes another year at Gain.pro we like to acknowledge it with a cake and some small gifts.







# Favorite **company-wide or office tradition**

## **Neal:**

*(Sales Director, London)*

There are various initiatives we hold here at Gain.pro in this regard which include workshops, games, social activities and team building events that help build stronger relationships among colleagues. Having said that, what I really appreciate are our monthly business updates, which offers full transparency on initiatives, updates and progress of other departments which also includes recognition for individual contributions and shout-outs.

## **Mikołaj:**

*(Quantitative Insights Group Senior Associate, Warsaw)*

Themed outfit day organized by the Warsaw office where everybody comes into the office wearing a similar, themed outfit.

## **Jessie:**

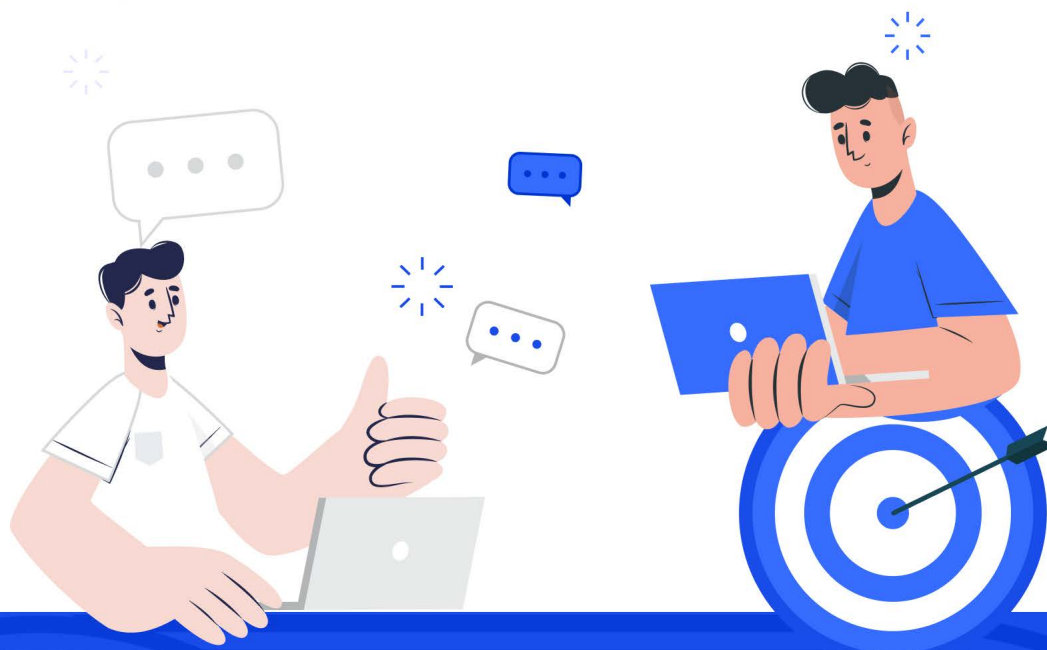
*(Marketing Programs Manager, London)*

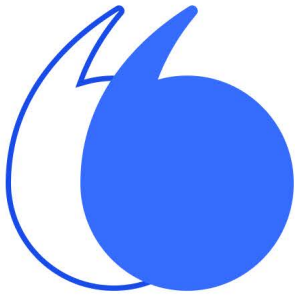
In the London office, we often go out for drinks after work on Thursdays to the pub across the street. It's such a great way to get to know everyone a little bit better after working hours.

## **Bhowya:**

*(Talent Acquisition Specialist, Bangalore)*

My favorite one has to be a collated birthday celebration which happens once a month and of course who can say no to some delicious cake?





# Favorite **company-wide or office tradition**

## **Raj:**

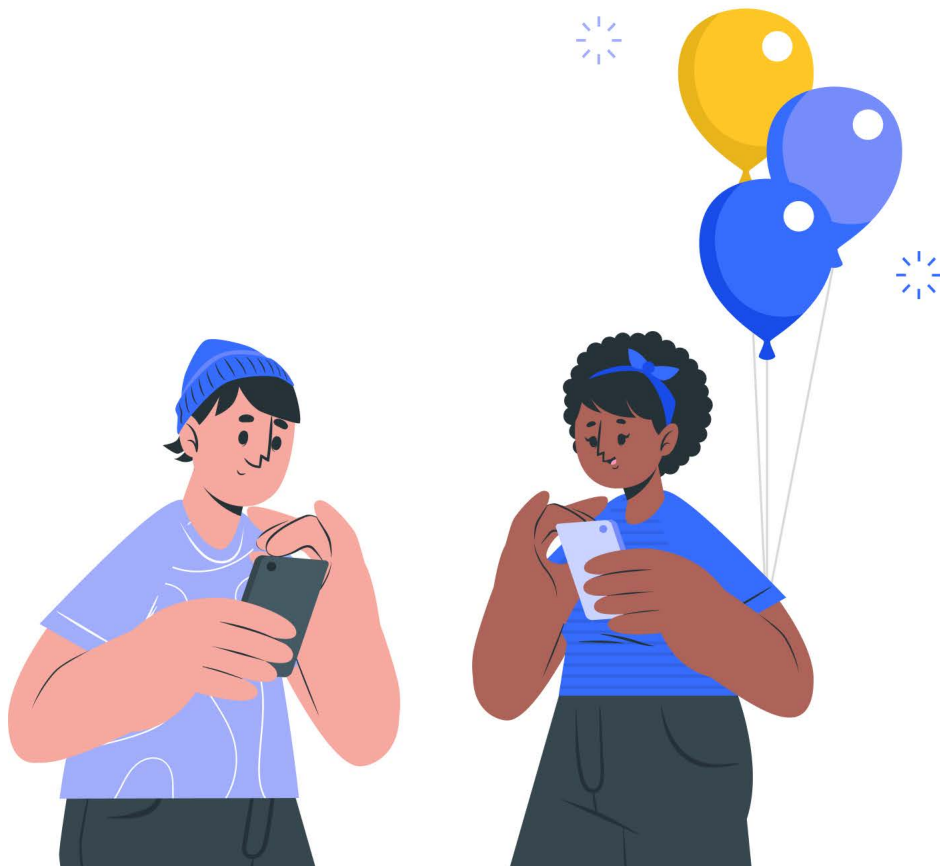
*(Sales Development Representative, London)*

Team lunches are a great way to connect with colleagues on a personal level, whether we're casually catching up or predicting the outcomes of upcoming boxing or football matches. Celebrating client wins together with Account Executives and Sales Development Representatives strengthens our team spirit and keeps energy levels high, which is essential in a sales environment where challenges like deal rejections are part of the job.

## **Guilherme:**

*(Software Engineer, Amsterdam)*

Every Friday they serve croquettes (kroketje in Dutch) in the Amsterdam's office, which is the day the Engineering team goes to the office. We end up eating croquettes for lunch every Friday, occasionally followed by beer with the team after work.





# **Recruitment**

process



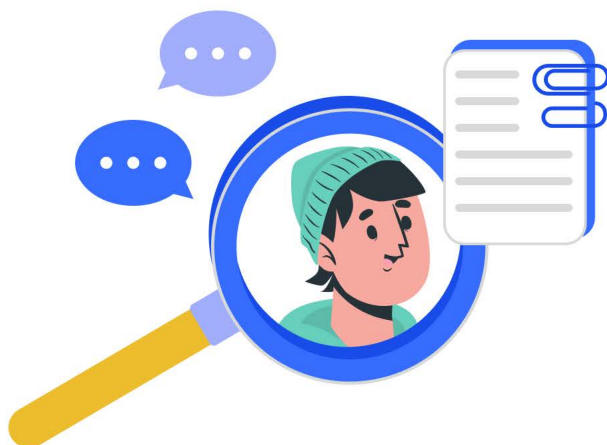
**At Gain.pro, we believe that interviewers and applicants are partners aiming to better understand each other in order to decide if they want to go in the same direction. Our recruitment process is focused not only on ensuring candidates' competencies and personality fit, but also on providing them with transparent information, based on which they can assess whether joining us is the right fit for them. It is a mutual decision – we strive to build a team of dedicated A-players whom we want to be happy and fulfilled in their roles.**

## **Application**

There are two ways to start your Gain.pro journey. You can either actively submit your application via one of our job advertisements or be approached by one of our People team members or a potential future manager.

If you came across our development opportunities by yourself and directly applied via our career website or another job portal, you can expect us to provide you with either positive or negative feedback within two weeks from the moment of receiving your application. Are you involved in other recruitment processes and keen on receiving our feedback earlier than that? Reach out to one of our People team members - they are always willing to help.

If you receive a LinkedIn message from our team members who believe you might be a perfect candidate for one of the vacancies, do not hesitate to reply. Even if you are not interested in a job change now, it is a great opportunity to share your expectations towards a potential new role and stay in touch for the future. We value long-term relationships and happily reach out to professionals with whom we have been previously in touch once we have another opportunity matching their interests.





  
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## Introductory call

Our recruitment processes start with a 30 or 45-minute-long introductory call, during which you have a chance to meet one of our People team members as well as see the product and learn more about Gain.pro and your potential future role. Moreover, you might expect questions related to your expectations and professional background. We want to get to know you better, see what you are able to bring to the table and understand if Gain.pro is the place you are looking for.

Our People team members are always willing to answer any questions you might have at this point - do not miss the occasion to ask

any questions you have in mind. At Gain.pro, we see candidates as partners and make sure you have a comprehensive understanding of everything you can expect when you join us.

During an introductory call, you are provided with a recruitment process timeline and explained details of further interview rounds. Our People team members share your professional profile with the hiring team and get back to you with the team's feedback within approximately a week - regardless of the team's decision.





## Technical interview

Having received positive feedback after an introductory call, you are invited to participate in the next interview round, during which you have a chance to meet your future manager. For them, it is a great opportunity to dig deeper into your professional background and skill set. For you, this is a unique chance to ask more detailed role or team-specific questions. Depending on the position, you might be asked to prepare a business case or a presentation, which is later discussed with our team members. These tasks let you show off your capabilities.

The technical interview round is often followed by a 30-minute call with another senior member of the Gain.pro team or a colleague you are likely to collaborate with on a daily basis.

## Recruitment protip



Fail to prepare, prepare to fail. Research who you are speaking to – their department, their background, as much info as you can collect. Be clever about how you research; ask proactively for more information and **BE CURIOUS**. No question is a stupid question, but make sure you have done your research and ask a question that is relevant.

## Offer

Congratulations! We must have been truly impressed with your interview performance if we decided to make you an offer and you can be truly proud of yourself. Your future manager will call you with an offer alongside the summary of their recruitment process feedback. You will also receive an offer letter which entails all important offer details. Take your time to review it and do not hesitate to ask all the questions you may have; it is crucial for us to support your decision making process with as much transparency as we can provide. Our team is always willing to jump on additional calls and explain details.

Once you accept our offer, we sign an official employment contract and start preparations for your onboarding. Your first day at Gain.pro is coming soon!

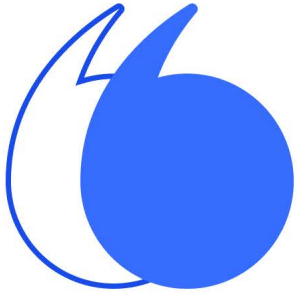


**Andi Soric**

*VP of Revenue, London*



# Onboarding



**At Gain.pro, your onboarding starts before your actual first day. Before the moment of signing the contract and officially welcoming you on board, we like to check up on you to make sure you feel comfortable and ready to join us. There is an exciting journey ahead of you and we want you to make the most out of it from day 0!**



We always contact you a couple of days before the start date to provide you with all details you need to familiarize yourself with prior to joining. In the welcome message, you receive a list of tools and information on what to expect on your first day and how to get to your local office if you start your onboarding journey on-site.

Every new Gain.pro team member has a personalized onboarding guide including key information for your first few days as well as a timeline so you know how your next weeks will look like.

While your first days are usually focused on participating in learning sessions, reading through relevant materials, watching videos and getting to know your team, you gradually take on more tasks and responsibilities, while being supported by your manager and more experienced colleagues.

Remember that knowing everything right from the start is not expected – we give you a safe space to observe and learn. Use this opportunity to ask lots of questions, speak to your fellow team members and get to know our organizational processes and culture.



In many of our teams, you have a dedicated buddy – a peer who answers your questions and helps you settle into your new role, meet everyone whom you will collaborate with or sit next to in the office. They are your go-to person who makes sure your onboarding is smooth and you feel as comfortable as possible.

Throughout the whole onboarding process, your manager will regularly check up on you and ensure two-way feedback. It is important for us to know how you feel and how we can

make your onboarding experience even more pleasant and effective. Do not hesitate to share your suggestions – your voice matters a lot! We also regularly share our protips and best practices to make sure that you have all the resources you need to be successful.

We know that starting a new job might seem stressful and overwhelming, but our team is here to make this journey pleasant and exciting!



The background is a solid blue color with a complex, abstract pattern of concentric lines. These lines form various shapes, including circles, ovals, and elongated rectangles, creating a sense of depth and movement. The lines are thin and closely spaced, creating a textured effect.

# Your **development path**



## Joanna

- 2023  
*Private Equity  
Intelligence Analyst*
- 2024  
*Private Equity  
Intelligence Senior Analyst*
- 2024  
*Private Equity Intelligence  
Associate*

At Gain.pro, we design clear development paths supported by coaching and a feedback-driven approach. Our colleagues have a real impact on a step-change in their careers – growing both through the ranks and with the company, enabled by our rapidly expanding international footprint

## Brian

- 2018  
*Private Equity  
Intelligence Analyst*
- 2020  
*Data Scientist*
- 2023  
*Head of Data Engineering*
- 2024  
*Director of Data Engineering*



We are committed to helping all Gain.pro team members grow and develop in their careers — whether that means taking on new responsibilities, pursuing additional training or exploring other areas of the business. Our colleagues are entitled to a dedicated training budget they can develop their professional skills within.



## Maria

- 2021  
*Customer Success Lead*
- 2023  
*Head of Customer Success*
- 2024  
*Director of Customer Success*





## Maxime

- 2020  
*Private Equity Intelligence Associate*
- 2021  
*Head of Private Equity Intelligence France & Iberia*
- 2022  
*Account Executive*
- 2023  
*Senior Account Executive*
- 2024  
*Head of Sales, France*

We support our team members in gaining an understanding of expectations set at each position and planning the steps required to achieve their next career goals. At any point in time, each colleague knows their next step in terms of career progression as well as what it takes to achieve this.

## Helen

- 2021  
*Head of Private Equity Intelligence DACH & Italy*
- 2023  
*Head of Private Equity Intelligence Europe*



Gain.pro is a meritocracy. This means colleagues are promoted based on the impact that they have on the organization as opposed to the time spent in a certain role, age or years of work experience. Our evaluation process is aimed at eliminating any biases allowing for maximum transparency and equal treatment independent of gender, race or age.



## Marlon

- 2019  
*Private Equity Intelligence Analyst*
- 2019  
*Private Equity Intelligence Associate*
- 2021  
*Head of Private Equity Intelligence Benelux & France*
- 2024  
*Private Equity Intelligence APAC Region Lead*



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