

CULTURE & ENGAGEMENT MANAGER



Who are FizzPopBANG...?

FizzPopBANG is a small and beautifully formed consultancy specialising in Brand Employee Engagement. We believe in the power of combining a strong brand (Fizz) with a nurtured culture of high performing people (Pop) to create amazing results (BANG). We work with companies to achieve this through a tried and tested approach, helping to develop business plans alongside People and Company cultures. The perfect mix.

IT'S AS EASY AS...

FIZZ + POP = BANG!

Our business is based around some simple principles. We want to offer something that sets us apart from the big boring alternatives, and believe that making a difference by pushing thinking and always being ourselves is the way forward. Therefore, we have a team of amazing people who embody our values day to day and have a little fun along the way:

- P** - Practice what we preach
A - Always be authentic & human
C - Curiosity makes us tigers
T - Two heads are better than one
S - Spirit (in good times and bad)

OUR MISSION →
to make the Nation
WHISTLE
on their way to work

We have a mission that we are passionate about - **to make the Nation Whistle on their way to Work.** We want to find ways to help people realise that being their best and being brilliant is a wonderful thing and that work should be enriching and fun no matter what role you do or company you may work in. Everyone deserves to find that little spark that makes them throw back their duvet in the morning and bounce out of bed (and not just on a Friday or Saturday!)

What's the job itself...?

The role is all about using your knowledge of culture and engagement to unlock the power of people and connect them to the brand they work for. In essence, it is about helping others find ways to get the best out of people so they can perform at their best every day.

We are deeply passionate about our subject and obsessed with the impact we achieve with clients. Each programme we deliver is designed in response to a brief so you will require a high level of curiosity, insight into the organisation and creativity in delivering the right solution as well as first class client relationship building.

What are the main responsibilities...?

1. Create brilliant content

- Understand client needs to take a brief and create a stand out proposal, working with the Client Director to ensure it hits the brief
- Manage the design & delivery of Culture Engagement programs across each of our 3 buckets:

Learning

- Design and facilitate workshop content (for both face to face and virtual sessions) for employees, teams and leaders
- Design and manage digital content and online programmes (using Articulate)

Discovery

- Design and facilitate Culture & Engagement initiatives and workshops that answer a client's needs (from the big & bold to the small & beautiful) including Values, Vision, Purpose and Strategy sessions

Sharing

- Support the FPB Studio in generating creative ideas which help us land captivating internal communications
- Use Articulate to create brilliant content and proposals that showcase our digital offering

2. Deliver expert nitty gritty

- With all of the above you will manage the end to end project delivery from initial brief taking, project team kick off and creative sessions, day to day project and client management, budget, through to project review and profitability tracking ensuring each project tracks against budget/profit

3. Build strong partnerships

- Within the FPB Team, collaborate at all levels for cross functional projects and shared learnings
- Take full ownership of your client relationships and projects



- Develop existing relationships into brilliant partnerships and spot business opportunities by understanding both the client's business needs and the full FPB product and service offering

4. Be a trailblazer in the world of Brand Employee Engagement

- Play an active role in supporting the FPB Culture and develop ideas to grow this further to help build a beautiful business
- Actively look for opportunities to develop and grow the FPB business development pipeline to future proof
- Take a Hackathon mind-set to our offering - understand client needs and champion the development of new products and ideas that will help us trail blaze in the world of work



Who are we looking for...?

Essentially, we need someone who...

- Loves facilitating both face to face and virtual workshops and creative sessions with an audience of all levels - and isn't afraid to put themselves out there to dance in a workshop to get people to develop great ideas
- Can design interactive sessions that create real behaviour change - whether it be virtually or face to face
- Is able to interpret a brief and work with a team to develop creative solutions that push boundaries
- Can manage a project from start to finish
- Is solution and results orientated who loves a challenge even if the answer at first isn't always known
- Has experience of managing complicated budgets
- Has excellent negotiation, communicating and relationship skills - can build rapport and can adapt their style to bring others with them - make a client feel comfortable whatever the end of the spectrum they may sit
- Is able to building strong collaborative relationships internally - rally a team around you of different strengths to deliver projects
- Loves to have an eye for detail to produce high quality creative work to exceed client expectations even sometimes under pressure
- Is able to thrive in a non-office environment. Likes a busy life of variety
- Willing to get under the skin of the FPB ethos and sharing a passion for our mission. To live & breathe the FPB way of life and be part of our PACTS - become part of the FPB family and act as an ambassador



What can you expect...?

We don't have an office and we believe that is a great thing. It enables us to be flexible, and discover the most amazing meeting venues across London & the rest of the country. It's much more fun being pirates than stuck on an island!

However, we can promise you a great culture and a fantastic team, working with some top clients on challenging projects, seeing the impact of your work directly and how it helps brands be more successful by unlocking the power of their people. Every day is different...so we need people who are keen to be part of the ride, to give it their all and bring something unique to the journey that makes FizzPopBANG even better!



Need another excuse...?

And if that is not enough, we have a raft of wonderful extras to make life just a little sweeter:

- Flexible working hours
- A 'Pop Fund' to make your home environment the envy of all office bound workers.
- The fantastic & unique 'FPB Curious Mind' Learning & Development programme.
- A monthly book/inspiration allowance to become part of the FPB Book Club
- A day off for your birthday (as well as your regular 25 days pro rata holiday per year).
- Good times!

Whatever you can do
or dream you can, begin it

BOLDNESS

has genius, power and
magic in it. -goethe.

