



© Harrison Clarke International, Inc.

# Employee Prospectus

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01

# The Company

## About Us



### OUR MISSION:

**To build the leading search and venture firm focused exclusively on the Cloud, Data & AI space.**

Established in 2017 by founder Firas Sozan, Harrison Clarke is a trailblazer in the Cloud, Data & AI recruiting landscape. With a deep-rooted focus on fostering collaboration and scaling product development, our journey began by addressing a gap in the market. Initially concentrated on DevOps/SRE recruitment, our vision soon expanded.

Through organic growth, we ventured into DevSecOps, Platform Engineering and MLOps. In 2020, recognizing the common threads that bind these domains, we seamlessly integrated Artificial Intelligence into our portfolio, launching our second domain expertise, Data & AI, focusing on such critical roles as Data Science and Engineering, Research and Machine Learning.

Harrison Clarke thrives on innovation and synergy, resulting in a transformative impact on the tech industry. Our evolution echoes a commitment to excellence and an unwavering belief in technology's potential. In 2022, Harrison Clarke launched its corporate venture capital arm of the business, Harrison Clarke Ventures. Join us as we continue to redefine possibilities, bridging the gap between human ingenuity and technological advancement.





## Locations

### OUR VISION:

**Our vision is to dominate the Cloud, Data & AI marketplaces by establishing a business centered on service, partnership, and expertise.**

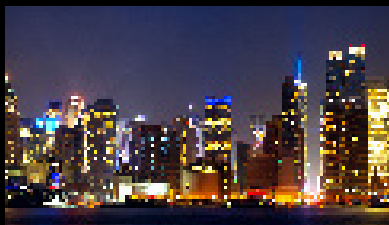
With offices in San Francisco, New York City, and London, Harrison Clarke operates at the very heart of the Cloud, Data & AI domains.

This allows us to keep close contact with both candidates and companies, while always being up to date with the advancements in the market.



### San Francisco

UNITED STATES



### New York

UNITED STATES



### London

UNITED KINGDOM





02

# Life at Harrison Clarke

“

Harrison Clarke is a place where anyone, given the right mindset, can find success. The company has many facets outside of it's recruitment arm, allowing employees access to knowledge and a network which enables them to develop a wider business acumen from day one."



Daniel Mercer  
Managing Consultant

We don't settle for the status quo; we continuously seek new opportunities for growth and improvement.

Our work environment is one where high performance is not just encouraged but expected, and where accountability is woven into the fabric of everything we do. Every decision we make is focused on delivering real, measurable impact not just for the business, but for the clients and candidates we serve. This is the mindset that fuels everything we do at our company: the drive to challenge, evolve, and ultimately succeed.

## Our Culture

At Harrison Clarke, you will find a supportive, dynamic and challenging environment that will help you grow both personally and professionally. We believe that growth and collaboration are key to success. We value a culture of open communication and continuous learning, where everyone is encouraged to take initiative and drive change.



“

Our promise to the market is to provide excellent customer service, excellent quality and attention to detail, and, finally, unconditional care and attention to each one of our clients, candidates, and everyone that works at Harrison Clarke.”



**Firas Sozan**

Founder & CEO

## Company Mindset

At Harrison Clarke, our high-performance culture is fueled by a mindset that transforms challenges into opportunities, driving innovation, empathy, and relentless pursuit of excellence in every connection we make. This mindset is exemplified by the slogan "Say less. Do more," which emphasizes the importance of taking decisive action to achieve goals, rather than simply talking about them. Our employees are motivated to continually improve their skills and to push themselves to achieve their full potential, which in turn leads to increased productivity, innovation, and success. Ultimately, Harrison Clarke is focused on delivering results and making a meaningful impact, rather than simply going through the motions.

# GIVE 100% AND GET 200% BACK.

Firas Sozan - Founder and CEO



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# Platform for Success

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We equip our team with the most advanced tools available, freeing up valuable time and enabling our research and commercial specialists to focus on what truly drives impact. By actively engaging with emerging tech companies harnessing AI and Machine Learning, we ensure we remain at the cutting edge of innovation.”



**Matt Dickson**

Director of Infrastructure  
and Development

**Technology is at the heart of how we empower our people to succeed.**

At Harrison Clarke, we don't just adopt new technology - we integrate it into everything we do. Our consultants work with best-in-class tools and platforms that automate routine tasks, streamline workflows, and deliver real-time insights. This means you can focus on what really matters: building relationships, adding value, and driving results.

Our market-leading infrastructure is built to support high performance from day one. Whether you're sourcing top-tier candidates, engaging with clients, or analysing market trends, you'll have access to powerful data and AI-driven systems that make your work faster, smarter, and more impactful. It's this commitment to innovation that allows us to stay ahead of the curve - and help you do the same.

We also collaborate closely with emerging tech companies that are shaping the future of recruitment and the Cloud, Data & AI sectors. This keeps our internal setup not only competitive, but constantly evolving - giving you the opportunity to grow with the business and always operate at the cutting edge of what's possible.





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# Career Path

## Quality Driven Recruitment

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Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. This is what Harrison Clarke represents, we are passionate about what we do.”



**Leandro Oliveira**  
Operations Manager and  
EA to the CEO

At Harrison Clarke, we strive to provide a service that is full of integrity and respect. We believe recruitment should be about the people, not the transaction. Our goal is to build long-term partnerships with clients and candidates alike, and to make sure placements benefit both parties.

By cultivating close connections we acquire an in-depth knowledge of our candidates' needs and match them with the best companies for them. Our clients range from early-stage start-ups to Fortune 500 companies.

Our team of experts cares about making a positive change in the life of our candidates. This is why we support and accompany them even long after the placement has been concluded. This ensures that both candidates and clients are happy.

# Career Progression Pathway

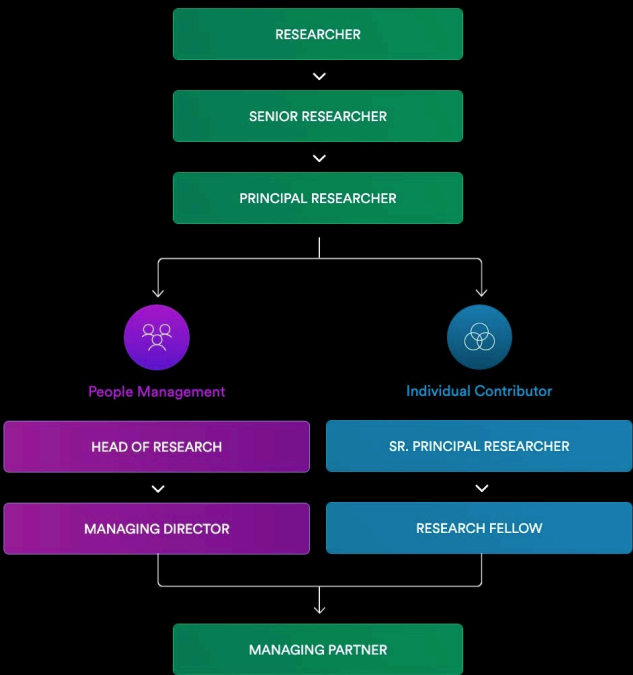
## Two Distinct Tracks, One Shared Mission: Your Growth

At Harrison Clarke, we're committed to helping every team member build a fulfilling and successful career. Our Career Progression Pathway offers two clearly defined tracks - 1. Research and 2. Commercial - each designed to support different skill sets, interests, and long-term goals. Whether you're driven by insight and analysis or energized by client interaction and business growth, there's a path here for you.



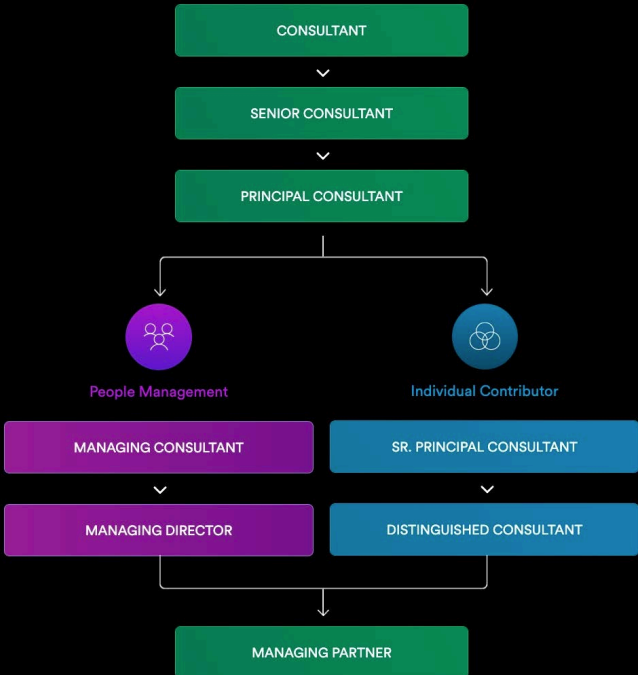
### 1. The Research Track

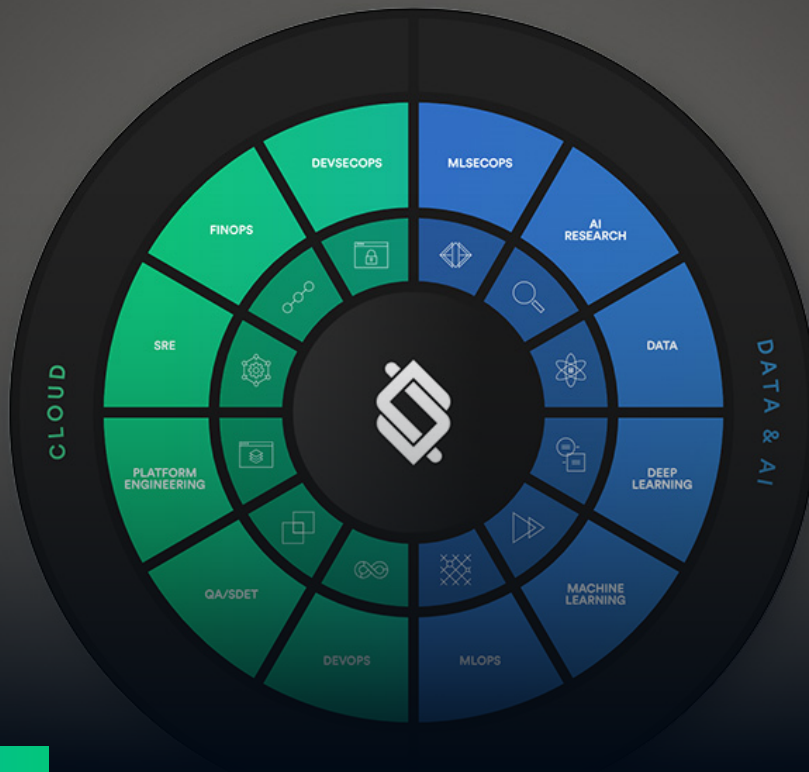
For analytical minds who thrive on data, insights, and strategic thinking.



### 2. The Commercial Track

For relationship builders passionate about client impact and business growth.





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# Our Focus

## OUR SPECIALISMS:

### Cloud

- > DevOps
- > Platform Engineering
- > Performance Engineering
- > Site Reliability Engineering
- > DevSecOps

### Data & AI

- > MLSecOps
- > AI Research
- > Data
- > Machine Learning
- > MLOps

**One Brand, specializing in the Cloud, Data & AI domains, serving across all industries.**

The world of operations, including Cloud, Data and Artificial Intelligence, is an ever-evolving, fast-paced environment that demands specialized recruitment and expertise. At Harrison Clarke, we are deeply immersed in these cutting-edge domains. By focusing exclusively on these specific markets, our team of recruiters can provide expert services across all sectors and industries.

## What is Cloud?

With different functions getting popular these days, Cloud has emerged as the umbrella term for defining a combination of IT disciplines such as DevOps, Platform Engineering, Performance Engineering, Site Reliability Engineering and DevSecOps.

Cloud operations seek to achieve efficiencies and economies of scale across the value chain using best practices of DevOps, ensuring reliability, reusability, and repeatability.





To succeed as a recruiter, you need to focus on delivering an outstanding and quality service to both the candidate and the client. Your success as a recruiter is a by-product of the placement.”



**Firas Sozan**  
Founder & CEO

## What is Data & AI?

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Data & AI are intrinsically linked, forming the backbone of modern technological advancements. By processing and interpreting data, AI can uncover insights, identify trends, and make predictions that would be nearly impossible for humans due to the sheer volume and complexity of the data. This symbiotic relationship between data and AI is revolutionizing industries, driving innovation, and shaping the future of technology.

## Client Services

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Our goal is to connect innovative companies with the top 1% of engineering talent in the United States.

Our staffing services cater to both employment and project basis/freelancing work, providing companies with the best talent in the industry. Our team of specialists are dedicated to understanding the unique needs and requirements of each client in the Cloud, Data & AI domains, and work tirelessly to ensure a perfect match between job opportunities and skilled professionals.

## Candidate Services

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From permanent hires to project-based work and everything in between, Harrison Clarke is committed to connecting engineering talent with the right opportunities to help them succeed and grow in their careers. With our wide network of industry-leading clients, we offer access to diverse and innovative projects, allowing our candidates to work on the cutting-edge of technology and shape the future.



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# Our Values

**Our success is rooted in a strong work ethic, a growth mindset and long-term vision.**



At Harrison Clarke, our values serve as the cornerstone of our mission, guiding every decision, interaction, and innovation. They instill a deep sense of purpose, ensuring unwavering integrity in our work, and driving us to deliver unparalleled excellence. By staying true to these principles, we create meaningful, lasting impact."



**Kunal Visavadia**  
Head of People

At Harrison Clarke, we demand the best, but we place an even greater emphasis on ensuring that our team aligns closely with our values. In doing so, we are able to deliver exceptional results to our clients and candidates alike.

We believe that our commitment to our values sets us apart from other recruiting firms. Our dedication to accountability, dependability and focus is evident in every interaction we have with our clients and candidates. We don't just fill roles; we build relationships and act as trusted partners in helping our clients and candidates achieve their goals.

If you're looking for a company where you can make a difference and build a rewarding career, then look no further than Harrison Clarke. We would be honored to have you join our team and help us continue to deliver exceptional results to our clients and candidates alike.



## Gratitude

We believe in showing appreciation to our clients, candidates, and team for their trust and collaboration.



## Accountability

We hold ourselves responsible for delivering on our promises with honesty and transparency.



## Dependability

You can count on us to be reliable and consistent in meeting your staffing needs.



## Fame with No Ego

We celebrate success humbly, always putting the mission and our clients first.



## Focus

We maintain unwavering attention to detail, ensuring that every action aligns with our goals and values.



## Growth Mindset

We constantly evolve, striving to improve and adapt in the ever-changing tech landscape.



CONTACT

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