



© Harrison Clarke International, Inc.

Employer Prospectus

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01

The Company

About Us



OUR MISSION:

To build the greatest staffing firm focused exclusively on the XOps space.

Harrison Clarke offers specialized recruiting for all businesses in need of an engineer or team to strengthen their XOps culture.

We are on a mission to dominate DevOps, Site Reliability Engineering, DevSecOps, Platform Engineering, MLOps & FinOps. We call this niche space... XOps.

We believe the world of talent acquisition is constantly changing. We are too.

We have hired and trained the very best recruiters to focus on the unique art of engaging and bringing to the hiring table engineering talent that is highly sought after.

We understand our candidates' needs and career desires. We apply the indispensable skill of emotional intelligence to open the door of opportunity for our candidates and our clients.



OUR VISION:

Our vision is to dominate the XOps marketplace by building a business centered on service, partnership, and expertise.

Locations

With offices located in San Francisco, New York City and London, Harrison Clarke operates right at the core of the XOps space.

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

OUR SPECIALISMS:

DevOps

SRE

DevSecOps

Platform Engineering

MLOps

FinOps

What We Do

One Brand specializing in one market across all industries.

The world of operations is an ever-evolving, fast-paced world that requires specialized recruitment and expertise in the space. At Harrison Clarke, we live and breathe XOps. By specializing in one market, our team of recruiters can provide expert services across all sectors and industries.

What is XOps?

XOps seeks to achieve efficiencies and economies of scale across the value chain using best practices of DevOps and Platform Engineering.

XOps is the umbrella term that's inclusive of DevOps, SRE, DevSecOps, Platform Engineering, MLOps and FinOps. By combining all these components into one cohesive strategy, organizations can accelerate digital transformation, deploy and scale automation, ensure applications are secure by design, and leverage AI to deploy machine learning algorithms.



“

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

Client Services

As a recruiting company specializing in XOps resources, our goal is to connect companies with the best talent in the XOps field.

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, and work tirelessly to ensure a perfect match between job opportunities and skilled professionals.

Candidate Services

From permanent hires to project-based work and everything in between, Harrison Clarke is committed to connecting engineers 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 engineers to work on the cutting-edge of technology and shape the future.



03

Our Approach

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.



Harrison Clarke is about XOps, but above all about making a positive change in people's lives."

Maicee Neering

Senior Associate



You don't join Harrison Clarke to do Recruitment; you join Harrison Clarke to do Harrison Clarke."



Evan Santi

Director

Market Mapping

Our consultants are continuously keeping up to date with the latest developments in the tech world, as well as scoping talent in the DevOps and SRE marketplace. As new technologies emerge quickly, this ensures we are one step ahead of our clients' needs and allows us to actively support innovation in this space by bringing together highly skilled professionals and the most outstanding tech companies.

Continuous Learning

At Harrison Clarke, we understand that in order to provide a service of the highest level of quality, we must continuously aim at improving ourselves. This is why our employees are constantly educated and empowered to become the best version of themselves. True to our founder's vision, we aim to build a close-knit team and cultivate long-lasting partnerships based on respect and integrity.

DO SOMETHING GREAT



I joined the company right after graduation, and I was thirsty for knowledge. I was immediately impressed by the fast-paced work environment at Harrison Clarke. I learned in a week a year's worth of experience!"



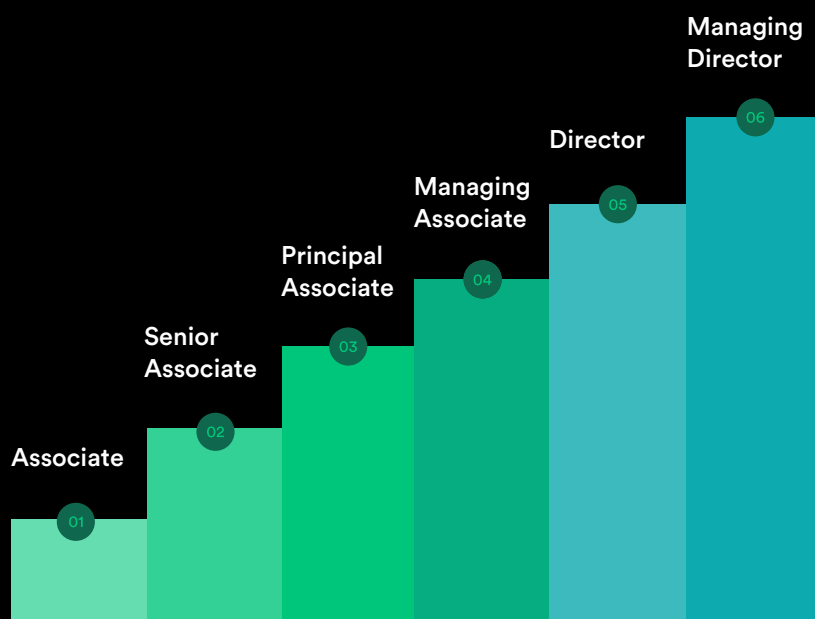
Qasim Shah
Managing Associate

Career Progression

Working at Harrison Clarke means that when you reach your ceiling, your ceiling becomes your floor.

If you feel strongly about providing a high-quality service, are constantly striving to improve yourself and wish to have a meaningful impact in people's lives, at Harrison Clarke you will be given the necessary tools to reach your goal.

This is what your career progression at Harrison Clarke will look like:





04

Our Values

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



I was looking for a company that would allow me to challenge myself, grow tremendously, and provide an ample amount of support for my success long term.

Harrison Clarke not only surpassed every expectation I had, but Harrison Clarke was everything I was looking for and more.”



Shea Pappagalo
Senior Associate

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 integrity, honesty, transparency and a strong work ethic 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.



Transparency

Radical transparency is essential to success in our relationships with our clients, candidates and colleagues.



Respect

We appreciate individuals' unique talents and honor diverse life and work styles. We operate in a spirit of cooperation and value human dignity.



Expertise

We pride ourselves on being subject matter experts on the space we operate in.



Integrity

We seek and embrace the highest levels of conduct, behavior and ethics in our company. We understand this is the hallmark of good business.



Loyalty

We embrace the principles of commitment, support and allegiance.



Guidance

We pave the way to achieve unparalleled success, empowered by our expertise in recruitment and the DevOps/SRE marketplace.

05

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“If you want to buy things without looking at the price, work without looking at the clock.”

This quote is about dedication, determination, and discipline, and that's what Harrison Clarke embodies.”



Sami Ali
Senior Associate

harrison clarke



SAY
LESS
DO
MORE

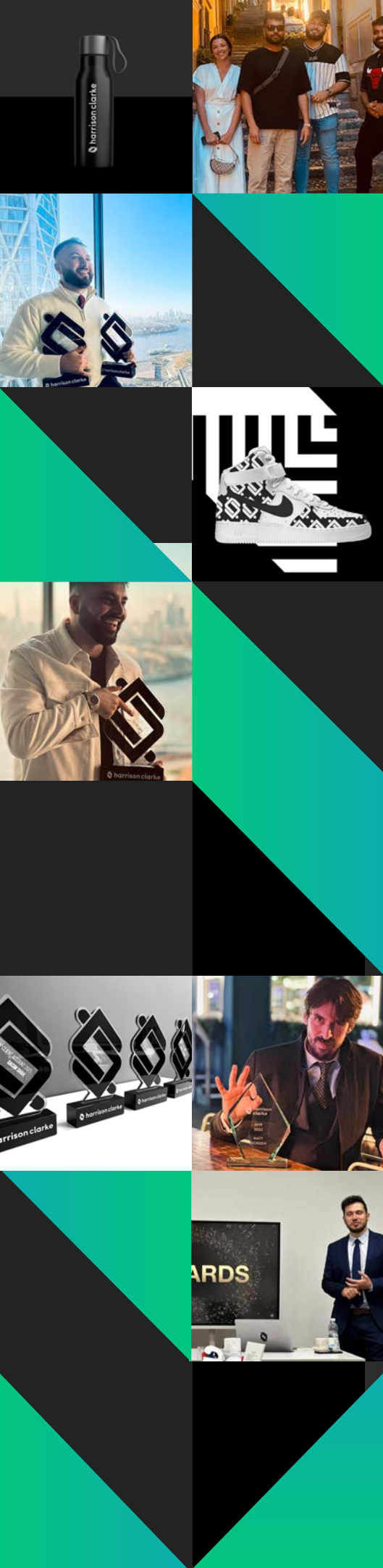
Life at Harrison Clarke

We believe in the power of positive attitude and diversity.

We believe that attitude is everything, and it's respected in our inclusive and diverse culture. We value the unique perspectives and ideas that each individual brings to the table, and strive to create an environment where everyone feels welcomed and respected.

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 foster a culture of open communication and continuous learning, where everyone is encouraged to take initiative and drive change. We believe in the power of diverse perspectives, and we value the contributions of every member of our team.



Company Lifestyle

We recognize the hard work and dedication through regular award ceremonies and incentives such as company trips around the globe. We also provide opportunities for our employees to bond with their colleagues by visiting our offices in US and Europe, allowing them to experience different cultures and perspectives. As a new employee, you will also receive a welcome pack filled with branded swag that will help you feel part of the Harrison Clarke family.

- › Corporate Travel Perks
- › Employee Awards
- › Employee Welcome Kit
- › Office Visits





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 employees embody a strong work ethic and a drive to constantly improve. 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 company culture is characterized by a relentless pursuit of excellence, a commitment to hard work, and a willingness to take calculated risks in order to achieve success. 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



06

Diversity, Equity & Inclusion

“

I was drawn to the endless support of the team and collaborative environment they have created. With endless potential for professional growth, joining Harrison Clarke was an easy decision!”



Megan Marks
Senior Associate

We believe in the power of a diverse global workforce that champions the right for people to be their true, authentic selves.

Harrison Clarke has long advocated for diversity, equity, and inclusion (DEI), building our diverse workforce in an environment where each employee feels a sense of belonging. Our emphasis on diversity has brought different views, opinions, and ideas to the company, improving our organization at all levels.

Our company thrives on different perspectives, with an enriching work environment where collaboration and results are our norms. We embrace our employees' approach to work, bringing together their worldviews as ingrained in the history of their lives and experiences.

We feel accountability to not only build an exceptional internal workforce focused heavily on DEI, but we bring that mindset to our clients and candidates. If we can help build diverse teams globally, we know that we are helping to make workplaces more innovative, collaborative, inclusive, and exceptional.



07

Meet the Team



Firas Sozan

Founder & CEO

“Before starting Harrison Clarke, I had eight years of experience in the recruiting industry. I always focused exclusively on “DevOps” recruiting even before “DevOps” entered the mainstream. When I moved to San Francisco in 2015, I quickly noticed a shift in the technology landscape and a gap in the market. That gap was DevOps recruiting expertise.

I founded Harrison Clarke with the vision to build the only DevOps/SRE recruiting firm across the United States. That same vision remains true today and will always be our goal. Beyond that, 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, today and for years to come.”



Evan Santi

Director

“I joined Harrison Clarke for a different approach to recruiting. After recruiting for a year before joining the company, it became evident that I wanted to be part of something bigger, the opportunity to drive a firm towards success. My mindset has always been that I wanted to be part of a company that will allow me to retire early. I have found that firm.

You don’t join Harrison Clarke to do recruiting; you join Harrison Clarke to do Harrison Clarke. The platform we are provided here gives us the opportunity to have an enjoyable experience with a fantastic client/candidate pool. Harrison Clarke taught me that relationships are key, and engagement has to be human because people trust people more than brands. Harrison Clarke is all about that engagement and excellent service, an area I truly strive off.”



Qasim Shah
Managing Associate

“After graduating from university, I knew that the two things I wanted from my first job were: a company whose mission I believed in and an environment that allowed me to grow incredibly quickly on a professional and personal level. Meeting the team at Harrison Clarke and hearing how much excitement and belief they had in the mission to dominate the DevOps space and finding out how quickly they had progressed here made my decision to join super easy.

I’ve heard many stories about what it’s like to do recruitment at other companies and how it can feel like a hamster wheel due to the constant focus on KPIs and cold calling. However, Harrison Clarke’s focus on the relationship instead of placement brings a new perspective to recruiting and a sense of fulfillment that I can’t imagine feeling at any other company.”



Matt Dickson
IT Manager

“Having worked with Harrison Clarke since its inception to help build and maintain all things technical, I came on board in 2022. A big part of my decision to do so came from being around the collaborative environment, high performance approach, consistently high standards and exceptional drive to succeed over a sustained period of time.

I’m proud to have been an integral part of the journey so far and I’m excited to see this exceptional business grow and develop moving forward. Technology has always been my passion and at Harrison Clarke I’ve found a company that embodies this through its own passion for cutting edge technology and integrated systems.”



Leandro Olivera
Operations Manager
and EA to the CEO

“With all the experience I have gained from working in the service industry, joining Harrison Clarke as the company’s Operations Manager and working alongside the CEO to help the company grow over the coming years was an obvious decision!

The company has a solid foundation in place that has huge potential for growth. The whole team are all enthusiastic, very engaging with great knowledge and expertise in the space! I personally joined because I believe in the company vision and the plans to become a dominant force in the industry!”



Mirco Colonna
Head of Design and
Branding

“As the Head of Design and Branding at Harrison Clarke, I am thrilled to contribute to the company’s mission to be a leader in specialized recruiting services. From my first interaction with the team, I was impressed by their enthusiasm for driving innovation and building the next generation recruitment agency.

At Harrison Clarke, we understand the critical role that design and branding play in creating a compelling and unique story that sets us apart from competitors. By emphasizing these elements, we will build a strong and recognizable brand that reflects our values and vision for the future of recruitment.”



Maicee Neering

Senior Associate

"At Harrison Clarke, we are bar-raisers; we strive to dominate in all that we do and are never satisfied "just enough." Wiggling your mouse to get by isn't Harrison Clarke; hard work is an expectation but also highly valued and rewarded. There is no limit to success; if you are willing to put in the hard work and challenge yourself, the rewards and your career potential are uncapped."



Sami Ali

Senior Associate

"I joined Harrison Clarke because of the great opportunity to learn and develop my current skill sets to the next level and to enhance my knowledge and understanding within AWS and the DevOps ecosystem."

Harrison Clarke provides a premium service to their clients and customers with a good track record of building long term relationships. I am eager to learn the Harrison Clarke way of doing recruitment. I am so excited about the vision and long terms plans of the business."



Shea Pappagalo

Senior Associate

"I joined Harrison Clarke for the incredible ability to grow both personally and professionally, the ability to take the reins of my own career development, and of course for the ability to be surrounded by an incredible team!"

As an experienced recruiter, I was drawn to the ample amount of resources, the collaborative environment, and the vision of HC when I initially spoke with the team. These components along with unmatched professional potential made joining Harrison Clarke a no brainer!"



Sean Brown

Senior Associate

"I joined Harrison Clarke for the opportunity to take my career to the next level, help build a team from the ground up, and join a dedicated group of professionals that are masters of their craft. Being in tech recruitment the last few years, I haven't been able to work exclusively with DevOps and Machine Learning, so I look forward to that aspect as well."

Since Harrison Clarke's beginnings in 2017, this team has been trusted by some of the most impressive players in this industry, and I look forward to not only holding up this reputation, but building upon it moving forward. For all these reasons, I couldn't be happier to be joining Harrison Clarke!"



Megan Marks

Senior Associate

“With previous experience within the tech recruitment space, I joined Harrison Clarke for a number of reasons. The opportunity to be part of a team that are truly experts within the DevOps space is unparalleled.

I was drawn to the endless support of the team and collaborative environment they have created. With endless potential for professional growth, joining Harrison Clarke was an easy decision!”

“At Harrison Clarke, we leverage the science of high performance to create an environment that empowers everyone to feel part of a goal. We strive to continuously create a culture of diversity, growth mindset and opportunity setters. We are leveraging a platform for every business member to achieve individual fulfilment, success, and growth. Combining people with a great opportunity at the right time, that’s how an iconic company is built.”



Firas Sozan

Founder & CEO of Harrison Clarke

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