



alma economics

OUR GUIDING PRINCIPLES

Happy at work



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At Alma, we have one overarching goal:
we want to be happy at work.

There is the obvious reason: when we are happy, we maximise our ability to do great work. This matters, because how well we perform makes a difference to important issues our society faces.

Perhaps less obviously, work is a big part of our lives: it's where we get to learn, create, and forge relationships. We are strong believers in work-life balance, but equally we want the time we spend at work to be meaningful and fun.

Being happy at work comes above all other objectives, including our bottom-line, and it is how we assess our performance.

Happiness at work will mean different things to different people. We try to accommodate everyone: the default answer to all requests is 'yes' unless there is very good reason otherwise. We don't have rules for the sake of having rules.

This booklet discusses the elements that constitute the core of our philosophy, and the attitude we expect from anyone who works with us.



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We are a team



We are a team

It takes a village to raise a brainchild.

All of us at Alma have a desire to succeed, to progress and to evolve, both personally and professionally. We firmly believe that to achieve this, we must work together. At its core, Alma is a team; a collection of people from diverse backgrounds that share a common determination to improve things around us.

Each and every one of us brings something unique to the table. Our team consists of people from all walks of life and our greatest strength is making the best of the skills, experience and personalities of our teammates.

We respect and acknowledge everyone's needs and value contrarian opinions. Still, there will be times where things won't work out the way you want them to – if you'd rather have sole control over a project's outcome, Alma is not the place for you.

We think as individuals, but we act as a team.





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Our
colleagues
support us,
always





Our colleagues support us, always

We naturally cooperate closely every step of the way, providing each other with useful advice and input. This cooperation extends across our offices, which are in constant communication.

The ways in which you support your colleagues is equally important to the quality of the work you deliver. We expect you to be there for your teammates, professionally and personally.

This also means you need to be able to communicate your own needs and struggles with the rest of us. If you have a question, do not hesitate to ask. Chances are, someone on the team can help you; there's no need to waste time reinventing the wheel. Even if we don't already have an answer, we will be willing to look for it with you.

In the end, our work is almost always the product of our collective effort. We always help one another, and we do not see a reason not to. We aim to make society better, so we start with our community.



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Our colleagues are incredible at what they do





Our colleagues are incredible at what they do

Like any good team, we look to accept only the best to our ranks.

Our team members are experts in their respective fields – and we recognise anyone joining us as a peer. Every one of us is highly knowledgeable on a topic (or two), yet we all possess a broad set of skills. These speak for themselves, in the quality of our work and in our inquisitive approach towards life in general.

Above our own individual expertise, we strongly believe in each other's talents and perseverance, because we bear witness to them every day. We choose not to shout our own individual excellence from the rooftops, but we are very vocal about our team's collective abilities.

We always cheer each other on, with the critical eye of the life-long friend we aim to be.





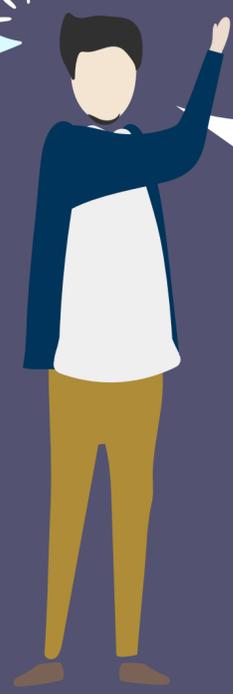
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We work
on stuff
we care
about





We work on stuff we care about

What sets Alma apart is that we don't see the office as work. Rather, we see it as an adventure.

Every day we bring our talent, skills, and ambition to the office, and not to just leave them at the door and perform mundane and boring tasks. We choose to work on a diversity of projects, tailored to our individual or collective interests.

A quick glance at some of our past work makes it evident that we do not have one specific area or topic which we solely work on. The only common element across all our projects is that members of our team find them intriguing, for one reason or another. We are deeply invested in the work we do, and we expect the same level of dedication from you.

We do not want you to follow the beaten path. If you are interested in an area or topic outside our expertise, we encourage you to show the way.

Give us a reason to pursue the projects that you care about.



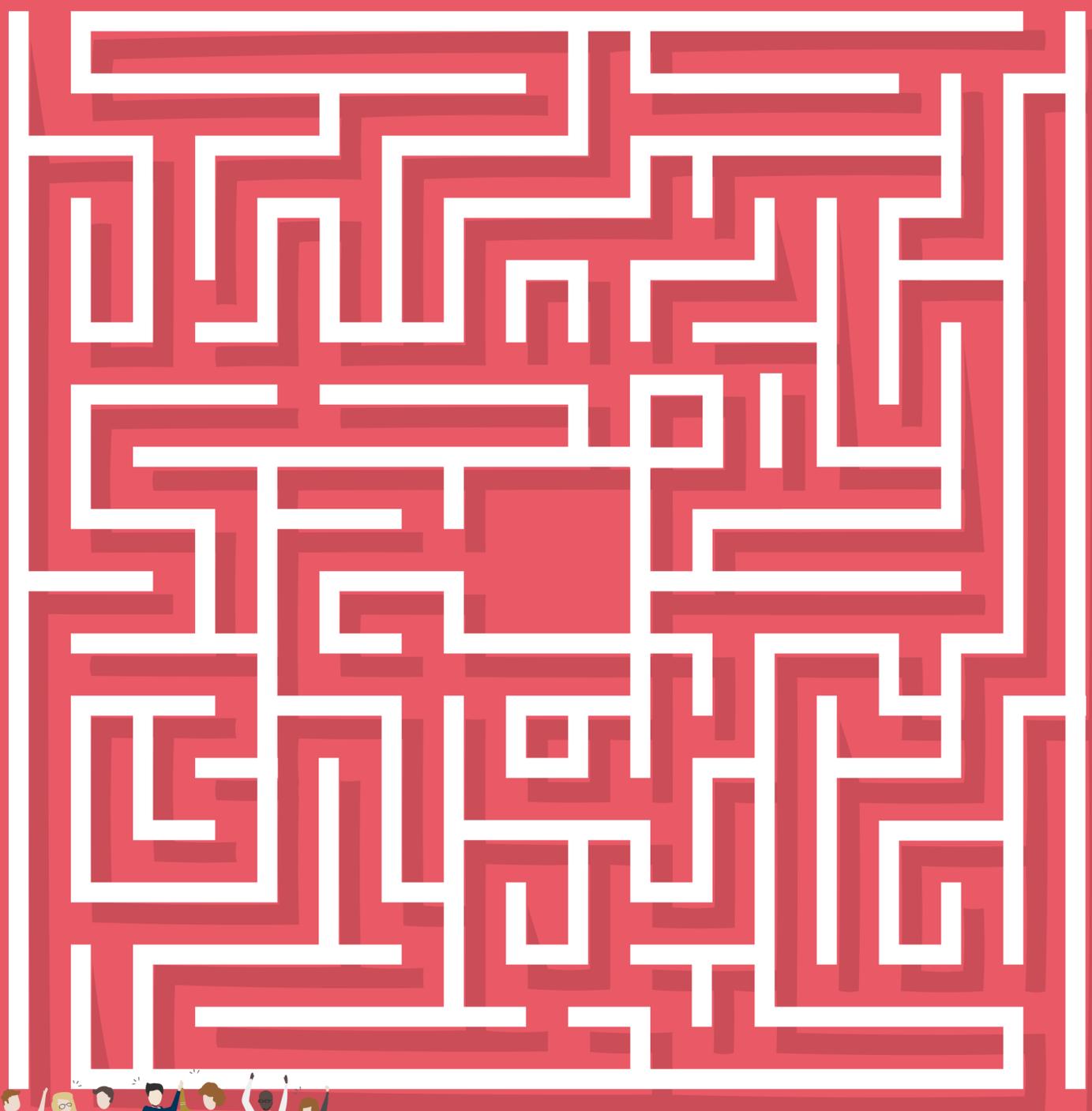


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We solve interesting problems





We solve interesting problems

We love hard puzzles and seeking out challenges.

The problems we solve require creative, unconventional thinking. As part of our team, you will be expected to challenge your intellect on a day-to-day basis.

We use innovative methods that might not lead to the required results, but rather back to the drawing board. We often need to jump on a project today we knew nothing about yesterday, so we always keep our legs stretched. We work on intellectually stimulating projects, ones that require us to go the extra mile.

We choose to test ourselves and our abilities in almost everything we do.

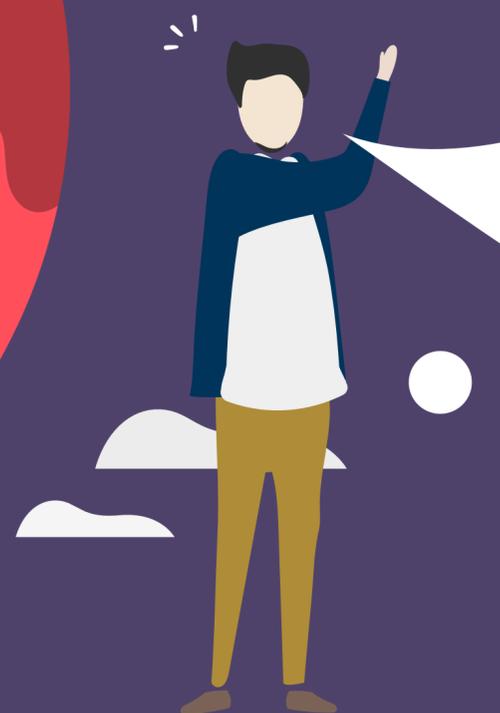




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We do
good
or at least
we try,
really hard





We do good or at least we try, really hard

We choose to apply our skills to solve problems that you wouldn't necessarily associate with a firm that has economics in its name.

We work to understand the reasons behind some of the most challenging issues facing society and put forward recommendations that improve individuals' lives. We aim to help in every way we can, so much of our work focusses on issues of inequality, poverty and homelessness, health and social care, education and children, criminal justice, as well as local and international development.

We take pride in the fact that we work on real world problems and provide solutions that have a positive, lasting impact on society.





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We act
with
integrity,
always





We act with integrity, always

We put the evidence first.

If a client's requests impede on the quality of our research in any way, we let them know. Our aim is not to flatter or say what a client wants to hear, but to provide evidence-based advice and solutions.

It is our firm belief that all research should be objective. We might choose not to go through with a project, if it becomes obvious that we are expected to present the outcomes in a certain light.

We are anything but politically deaf, and we are not willing to put our research ethics to the side.





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We take
responsibility





We take responsibility

We are not just our job title.

We are all equally responsible for the quality of our work, no matter our seniority. Each of us is responsible for the company's development and direction, and above all to ensure a healthy company culture.

When you meet a problem, you are expected to find ways to address it – even if it's not within the scope of your responsibilities. We expect you to take initiative. If you have an idea on how to improve something, let your colleagues know. We are never so set in our ways as to ignore innovation.

You are responsible for making sure Alma remains the place you want to work.





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We cherish
our diversity





We cherish our diversity

Alma Economics is a nourishing environment, and no discrimination is accepted on any grounds. This goes beyond just representation of gender, ethnicities and nationalities. We are committed to including everyone based on their skills, rather than their privileges.

We all come from different backgrounds, yet we acknowledge the adversities each of us had to face to get to where we are today. Sometimes, we have our disagreements – these are a natural part of any team. But we always put our respect for one another over everything. You won't see anyone shouting at the office, unless there's a football game going on. Then it gets personal.

We deeply respect each other and pay attention to everyone's needs.





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We respect
our physical
and mental
boundaries





We respect our physical and mental boundaries

Even though we always strive to be at 100%, we recognize we are human.

There are days where you just don't feel like working, no matter how awesome your work is. Life is not always a walk in the park. To us, happiness at the workplace may sometimes mean taking a break and coming back stronger.

We try to understand the individual needs of our colleagues and make a lot of effort to cater to them. The sooner you let us know what is going on, the better we can react. There is always someone on the team ready to step up and help you out on a bad day.

After all, there is no deadline more important than our physical and mental health.





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We
constantly
learn





We constantly learn

In our world, things change fast, and we are up to the challenge.

You may specialise in one thing, and that's great! But you need to be flexible with how you use and expand your skillset. Alma is not a place where you can rest on your laurels. Learning and evolving is the only constant, from our junior associates to our directors. We constantly look to expand our expertise. We will provide you with the tools to learn – you just need to reach out and grab them.

Alma is actively willing to support the professional and personal development of all its members. Our goals are more than a topic of discussion. We are interested in who you aim to be and eager to help you get there. Are you planning to pursue a PhD? Your working hours can adapt to accommodate your research. Are you working on a side project of your own that does not relate to your role at Alma? That's the opposite of a problem, we'd love for you to diversify your skills portfolio. The more you know, the more you can teach us.

After all, our most important assets are the people we work with. It is our duty to help them grow to their full potential. Therefore, we heavily invest in them. It's a long-term investment, albeit one with high returns.

We are more than willing to make the commitment.

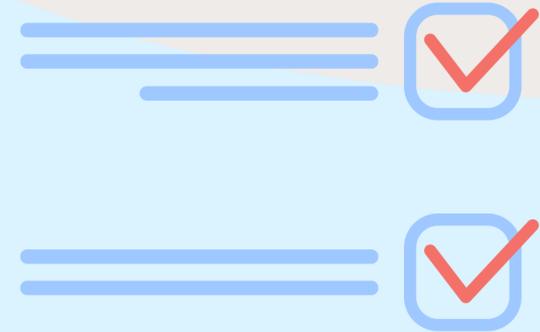




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We will be
even better
next year





We will be even better next year

We are not learning just for the sake of it.

We learn to apply what we're taught. It is our aim to constantly tread new areas of expertise and cover new topics. When our understanding of an issue falls short, we don't perceive it as a shortcoming; we see it as room for improvement.

We achieve now what we never could a year ago. A year from now, we will be better.

Alma Economics is constantly growing, and we are growing with it.



