**Join our Team**

At Noron Marque, we believe everyone’s voice deserves to be heard. Our values unite us: trust, customer success, innovation, and equality. And we’re on a mission to build the most innovative teams in the world that reflect the communities in which we live and work.

**Individual uniqueness**

Be Your Authentic Self. That’s what we want to see. Our culture celebrates and supports the differences that make each of us unique. It iss how we build better products for the world and sustainable career development for you.

**Champion the Mission**

We are united with our community to create a world where anyone can belong anywhere. Our deep commitment to our mission helps us accomplish incredible things. It pushes us beyond our comfort zones, encourages us to learn new skills, and emboldens us to tackle big challenges. We embrace opportunities to grow, make room for uncomfortable conversations, and respect each other’s perspectives even when we do not achieve a consensus.

**Embrace the Adventure**

We are driven by curiosity, optimism, and the belief that every person can grow under the right . A world where anyone can belong anywhere starts with a workplace where you feel welcome. We are determined and creative in transforming our bold ambitions into reality.

**Live your best life**

There is life at work and life outside of work. We want everyone to be healthy, travel often, get time to give back, and have the financial resources and support they need.

We want people to thrive at Noron Marque; we believe that you do your best work when you feel your best. Here are just a few benefits that we’re proud to provide our team.

**CAREER EVOLUTION & DEVELOPMENT**

At Noron Marque, we are creating and growing a culture of career development and learning by offering to our employees training programs, exchange programs and and internal mobility. We’re hyper-collaborative in our pursuit to innovate a better tomorrow for all

**Why You’ll Love Working with Us**

Big Impact: Our team is small, so the work you do will materially impact how successful we are as a company.

**Growth**: In addition to offering great tools to do your job, we offer an annual education budget to develop your skills.

**Remote**: Work where you want to work, so far as productivity is at its optimum level.

In line with our core values, we

1. Treat every failure as a learning opportunity
2. Fertilize innovation with client inclusion
3. Breakdown complexities
4. Are Bold
5. Build honest and transparent relationships
6. Be passionate but keep the fun in the workplace.

**Benefits**

Equity

You will own a piece of the company that you help create. You will be recognized for your contributions by earning equity in the company.

Parental Leave

We offer paid parental leave to all new parents, including adoption.

Flexible Scheduling

We have as few meetings as possible so you can focus on developing, supporting, or designing at Noron Marque. That also means you play a significant role in your daily schedule.

Stay Healthy

You will get a monthly allowance for your gym membership, meditation, yoga, cooking classes or any activities that get you moving and staying healthy outside of work.

Paid time off

5 Paid holidays, paid sick time and paid maternity leave.

Company Retreats

Spend a week in person with your co-workers. We have two company retreats per year, which we feel provide great team bonding opportunities.

Computer of your choice

Laptop or desktop, assemble your perfect setup.

Competitive Salary

Get paid well and fairly to do your best work. We always offer a salary range based on industry standard and depending on your experience level.

**QUIZ**

**Take this quiz to determine your personality and see how it would affect your role in choice of career.**

**The possible answers:**

NM Resumes | NM Applications | NM Strategy | NM Operations

| NM Digital | NM Research | NM Branding | NM Training

**Questions:**

1. You have a careful and methodical approach to life.

STRONGLY AGREE

AGREE

DISAGREE

STRONGLY DISAGREE

1. You are still bothered by the mistakes you made a long time ago.

STRONGLY AGREE

AGREE

DISAGREE

STRONGLY DISAGREE

1. You can stay calm under a lot of pressure.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. When in a group of people you do not know, you have no problem jumping right into their conversation.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. In your opinion, it is sometimes okay to step on others to get ahead in life.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. You are dedicated and focused on your goals, only rarely getting sidetracked.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. If you make a mistake, you tend to start doubting yourself, your abilities, or your knowledge.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. When at a social event, you rarely try to introduce yourself to new people and mostly talk to the ones you already know.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. You usually lose interest in a discussion when it gets philosophical.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. When starting to work on a project, you prefer to make as many decisions upfront as possible.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. When you know someone thinks highly of you, you also wonder how long it will be until they become disappointed in you.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. Even when you have planned a particular daily routine, you usually just end up doing what you feel like at any given moment.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. You have got detailed education or career development plans stretching several years into the future.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. Spending time in a dynamic atmosphere with lots of people around quickly makes you feel drained and in need of a getaway.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. You see yourself as more of a realist than a visionary.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. You find it easy to empathize with a person who has gone through something you never have.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. Your personal work style is closer to spontaneous bursts of energy than to organized and consistent efforts.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE

1. You still honor the commitments you have made even if you have a change of heart.

STRONGLY AGREE

AGREE

STRONGLY DISAGREE

DISAGREE