

welcome to



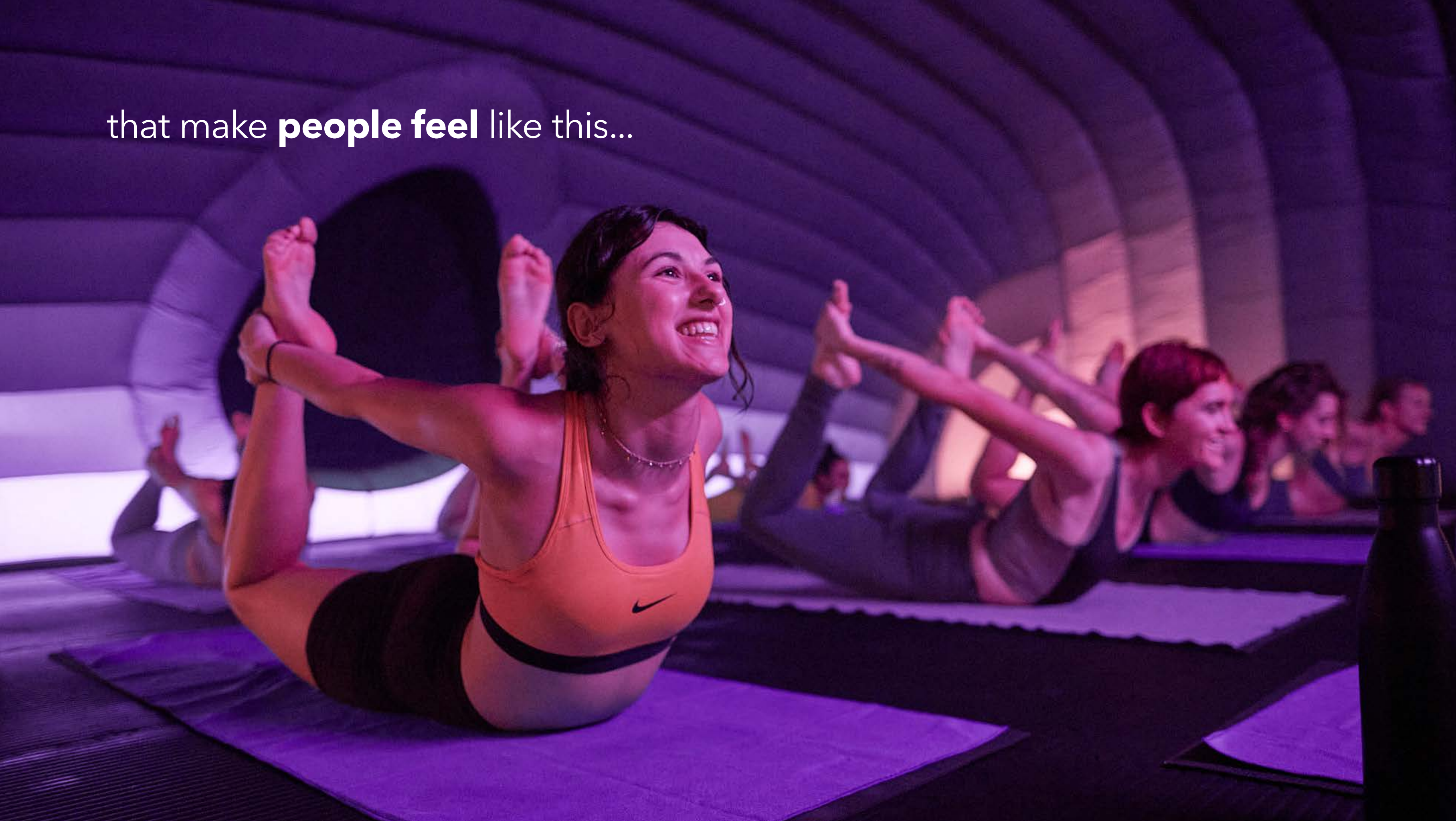
Here's some more information about what it's like to **work with us**

what do we do at Hotpod Yoga?

1 immersive hot yoga classes
that look like this...



that make **people feel** like this...



which people say **make them feel** this...

"Amazing. **You feel incredible afterwards.**

All the instructors make you feel incredibly comfortable whatever level you are. Very welcoming and enjoyable. 10/10"

"Feels like you have lain on a sunbed all day in the sun, **so relaxed afterwards** and so stretched out. Great experience."

"I felt so rejuvenated after our class! It was a unique experience and **made me feel amazing.**"

"**Absolutely loved it!** The temperature adds intensity but it's not too much. Atmosphere is zen and relaxed."

"Very **friendly and calming environment**, would definitely recommend if you are looking to unwind and have some me time!"

"I found the whole experience amazing, I'd never been before and even though I was a beginner **there was no judgement** and I definitely plan to go again."

"Great exercise and great tool to destress and take time for yourself. No matter what level you are at **it is always challenging and enjoyable.**"

"That Hotpod Yoga will change your life... **it's wonderful.**"



2 we empower yoga instructors and entrepreneurs **to own their own Hotpod Yoga studio** through our **powerful franchise model...**
their studios are a bit like this..

and **make owners feel** like this...

“

The whole team at HQ have been an absolute joy to work with since the very beginning of our journey to launch Hotpod Yoga Worthing. We know they are always there at the end of the phone, literally any time, but equally they completely trust us to manage our business. For us this is our dream come true!

ROSS & KATIE ROBERTSON,
WORTHING

“

From the moment I put forward my franchisee business plan I can honestly say it has been the best decision I have made. The concept is truly amazing and it's success speaks volumes but with the support, training, knowledge and experience HQ provide, you will have everything you need to run your own successful business.

SIOBHAN SHEEHAN,
SOUTH BIRMINGHAM & SOLIHULL

“

I didn't realise just how much help I'd get. I feel like someone is holding my hand the whole way through it. There's always someone there to help and support and to talk through ideas or challenges... You just have to be ready to put your heart and soul into it. You have to live it, breathe it & believe it... Hotpod really is the front door to yoga for most people now - and to be a part of that is amazing.

TASH MINA,
LEICESTER

“

Some people say the right words, others mean the right words, you guys actually carry them into practise. Thank you for your leadership, love and care.

SARAH HARRISON,
NOTTINGHAM

so **why join** Hotpod Yoga?



1

We're growing fast



2

A small team making a big impact



3

Interesting and challenging projects to work on



4

A focus on maintaining and growing a strong culture and community in HQ



5

We want to work with you!

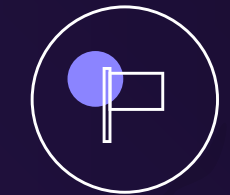
our **mission**...

To build a huge, empowered, happy, high performing network of yoga entrepreneurs, enhancing the lives of millions through the delivery of amazing yoga experiences.

1 we're growing fast



60+
Studio Owners



500k+
classes

2024



500k+
customers



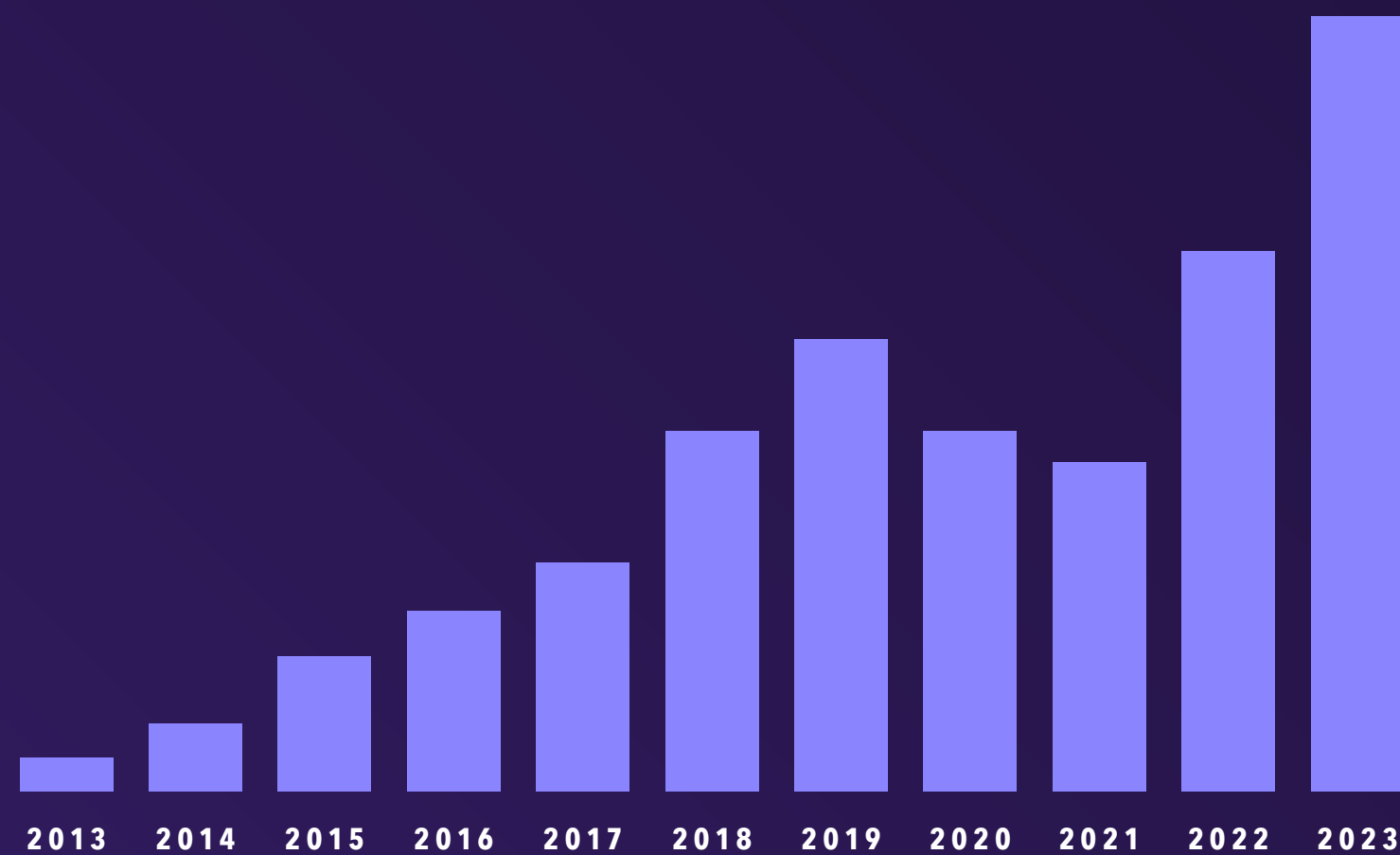
75k+
social followers

Pretoria
Johannesburg

we're the **second largest** yoga business in the world

10 years of growth:

(with a bit of a pandemic dent in the middle!)



We're not just franchising though - **our business streams are made of the following:**



2 a small team making a **big impact**



Every team member has **clear and specific pillars** assigned to them which make up their core responsibilities. These are refined and honed as they grow.

We work with **90 day plans** across the team so that everyone is clear on their current focuses and can easily track their progress.



FINANCE



**FRANCHISE
GROWTH**



**FRANCHISE
SUPPORT**



COMMERCIAL



MARKETING



TEACHING



OPS

3 interesting and challenging projects to work on

Alongside the day-to-day we work on **cross-team projects that help drive the company forward.**

Some past and current projects:



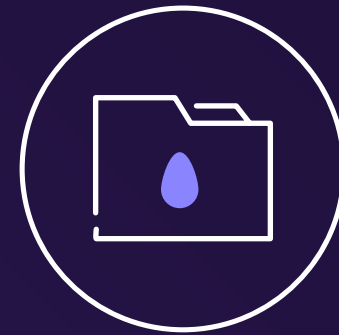
Hotpod Sounds

Our very own music app. We Source exclusive tunes directly from artists. They're refreshed continuously and used in all our classes



Customer App

Our own app for customers to book and tune into all essentials



Hotpod Hub

Our platform for our Franchise partners



Product range

Developing and growing our product range

4 dedicated to maintaining and growing a **strong culture and community**

We focus on these core areas:

- 1 Performance** – clear pillars, 90 day plans and projects – regular 1:1s, with monthly check-ins, quarterly performance reviews
- 2 Development (personal growth)** – weekly/ bi weekly 1:1s, impromptu feedback (caring personally, challenging directly), career development goals, planning and actioning
- 3 Perks** – a plan of action to reward and recognise individuals + bring together the whole team
- 4 Measurement** – pulse surveys to ensure we're asking our team how we're doing and how we can manage the company better
- 5 Practices and behaviours** – practicing our own consciousness through understanding and respecting the different personalities that make up our team
- 6 Guardians** – core team members who have the heart and eyes to feel what is happening where others can't see, to feedback and uphold the culture

here's some **insight from the team**



Working at Hotpod is fun, team orientated, and relaxed whilst operating at a fast pace. Things are constantly changing, improving, evolving, and the staff all really care about delivering a great experience for everyone from HQ, to students, teachers and franchise owners.



The Hotpod crew are honestly some of the nicest, most genuine people you could hope to work with. Hotpod is very much a people centered business – the teachers, the studio owners, the HQ crew and the customers all play a key role in your day to day life. Its amazing to work with such an interesting bunch of vibrant characters who all share the same values.



I love working for Hotpod, and being part of such an amazing team that is dynamic, collaborative and supportive. No task is ever more important than your wellbeing... people genuinely care, and you feel part of a big family!

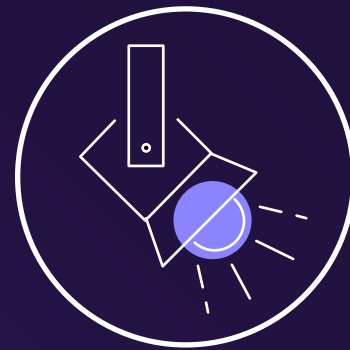


oh and this is where the magic happens
- **our London office**

London Borough of Lambeth
**ST. MATTHEW'S
ROAD** SW2

we're based in the **heart of Brixton**
connected to our studio

5 we want to work with **you**



We are a people business that's built on personal connection. Connection between students and teachers, between teachers and studio owners and between studio owners and the team at HQ.

The people that make up the HQ team are the heart and soul of the company. We make the company thrive and our success comes from hiring exceptional talent.

Experience isn't always the be-all and end-all. It's about attitude: having a desire to learn, a willingness to grow, a drive to be a valuable part of an ambitious team and a passion for what we do.

here are our **core behavioural values**,
do they resonate with you?



**Bring your skills,
work together**

We're greater than a sum of our parts. We're specialists in our areas but we're strongest working together.



**Treat every pod as
if it's your own**

We work for our partners and their businesses are our raisons d'être.



Step back

The day-to-day is our bread and butter but it's all about the big picture. We need to continuously develop, improve and innovate - personally and collectively.



Set the weather

By building a thriving, positive HQ team with a can-do attitude and a truly supportive ethos, we can weather any storm and bring sunshine to the Hotpod network and beyond.

what are some of the **benefits of working at HPY?**

- 1 Competitive salary**
- 2 26 days holiday**
- 3 Company pension** contribution
- 4 Togetherness:** bi-monthly lunch in the office, bi-monthly sweats (or no sweat) – wellness related team activity to do together
- 5 Giving back:** an annual volunteer day to give back together as a team
- 6 Parties:** summer and Christmas parties
- 7 Employee recognition scheme:** £100 bi-monthly gift for standout team members
- 8 Equipment:** we'll provide you with a laptop and a screen if you'd like one.
- 9 Health:** free Hotpod Yoga classes & Vitality private health insurance
- 10 Flexible Working:** flexibility to work from home when needed (up to 2 days per week). Two weeks working remotely from the location of your choice
- 11 Half day Fridays in August**
- 12 Free breakfast and proper coffee!**



Think you might be a good fit, or want to know more?
Please get in touch at **careers@hotpodyoga.com**