

# Join Our Team

An online marketing agency is only as good as its people. We are constantly looking for exceptional talent whose calling is a digital marketing career. We operate in a lightning-speed, data-driven world where you can expect to learn from the best and grow faster than you thought possible. If you love a challenge and want to build a career you can be proud of, you've found it! Join us and be part of an amazing team that inspires innovative thinking and believes in rewarding success. Get hands on experience with great clients and 1:1 training. Whether you are an experienced or aspiring online marketer, we would love to hear what you can bring to the team.

## Some of the clients:

**MasterClass,  
UberConference  
Rebel  
Edmodo**

**and many other US and worldwide companies**

## Our Core Values

### Genuine Care

We care about everything we do. We care about the quality of our work. We care about our clients' success. We care about our team members. This is not just a job, it's who we are and we take it personally. We don't see our clients' challenges or requests as problems, but opportunities to make a difference.

### Comradery

Comradery is defined as "the spirit of friendship and community in a group that keeps each other up despite the difficulty of the circumstances." At LeanSEM having a spirit of comradery is essential because we believe business is a team sport. When we learn a better way to do something, we share it. When we don't understand something or feel stuck, we ask for help. When someone goes on vacation or has a life event, we make sure they don't have to worry about work. In the end, we want to help each other have a life we can enjoy and be proud of.

## Ownership

When we say we are going to do something, we do it and we do it well. Our clients' trust us because we run their campaigns as if we were spending our own money. We always look out for what's best for their business but sometimes that means recognizing that someone else has a better idea or admitting we made a mistake. That's real ownership.

## Continual Improvement

We work in a competitive field where change is the only constant. To keep up, we are constantly asking ourselves "why is this working / not working?" and "is there something new I haven't tried?". We love learning about new features or strategies and figuring out the best way to test them for our clients. That's how we keep our competitive edge.

## Urgency

It's about doing a quality job in the least amount of time possible. That's one of the reasons our clients love us. But it's also about knowing how to communicate and in many cases that's as simple as being responsive. No one likes to feel ignored or forgotten. Being responsive shows other people that you respect and care about them. An immediate and thoughtful action fosters relationships of trust and respect. That's one of the key differences between us and a typical agency. By having a sense of urgency, what we really offer is the peace of mind that we've got their back.

# The interview process

1. We are looking for your potential, so focus on writing an honest motivational letter. The question you need to answer is "Why do you want to be a digital marketer?"
2. If you sound like the right fit, we'll schedule a SKYPE interview where we'll ask you questions to get to know you and your motivations for applying. Before you apply, make sure you read the 5 core values above. We hire, fire and reward people based on them.
3. The next step is a specific task with detailed instructions. You'll have 3 days to prepare for it and prepare a 30 min. presentation for the team. We want to see how you think about it more than expect you to have the right answers. This is your chance to meet the team and put your best foot forward.
4. Then, it's time to meet our CEO and founder and discuss what we are all about. It's your turn to interview us and understand what we are all about. You'll be presented with the vision and all the opportunities for you. You'll also get an idea of how we do things internally and why we are good at what we do.
5. The final step is getting an offer, congrats!

Currently opened positions (but not fixed) are:

Paid Social Lead

Copywriter Lead

Google Ads Lead

Google Ads Specialist

Paid Social Media Specialist

Email us with the motivation letter on:

**[marketerjob@heraconsulting.rs](mailto:marketerjob@heraconsulting.rs)**