

growth at

hazel**heart**wood



learning happens in loops: through **reflection**,
iteration, **experimentation** and **conversation**.

You will be surrounded by people who share knowledge openly and expect the same in return. You will be exposed to strategy, design, technology and behavioral science, often within the same week, and you will develop an interdisciplinary fluency that becomes one of your most valuable assets. We support your development not only through mentorship, but by giving you real responsibility early, trusting your judgment and helping you refine your thinking through constructive challenge.

Our culture is global, warm and grounded in respect. With team members working from Belgium, Spain and Romania, and clients across Europe and the World, you will collaborate across cultures, mindsets and perspectives. Diversity is the foundation of how good thinking emerges. The more varied the team, the richer the intelligence we generate together. We welcome different backgrounds, disciplines, languages and ways of seeing the world, because our work depends on it. You do not need to fit a predefined mold to belong here; you simply need to bring curiosity, humility, and the ability to work well with others.

We also care deeply about well-being and balance. Lean means removing unnecessary steps, misaligned expectations and wasted effort so that people have the space to think, create and rest. We believe focus is a form of respect. This is why we design our internal rhythms intentionally: fewer meetings, more meaningful exchanges, more time for deep work, and a cultural expectation that people take care of themselves before burnout takes hold. A sustainable team is a stronger team.

hazel**heart**wood is the right place for individuals who want to work in an environment that is intellectually stimulating but emotionally supportive; technically ambitious but deeply human. We are especially drawn to people who are comfortable with ambiguity, who enjoy exploring problems from multiple angles, who can move fluidly between strategic thinking and practical execution, and who see AI not as a threat but as an opportunity to elevate human potential. Ideal teammates here are the ones who ask thoughtful questions, who bring new perspectives into the room, who listen as carefully as they speak, and who are willing to evolve continuously alongside the company.



at
hazel**heart**wood



we do not hire purely by role,
we hire **by mindset.**

Strategists, system designers, technologists, behavioral thinkers, data interpreters, analysts, service designers, creative technologists, researchers, hybrid talent profiles, we thrive on assembling teams that combine different intelligences and lived experiences.

If you do not see a specific opening listed, you are still encouraged to reach out. We care less about matching a job title and more about understanding who you are, how you think and what kind of contribution you want to make.

If you decide to join us, you will be stepping into a team committed to shaping the next generation of human-centered, AI-enabled organizations.

If you feel something in this page resonates, if it sounds like the kind of place where you could bring your whole self to the work, then we would love to talk with you.

You can directly apply via our form below or send an email to **hello@hazel**heart**wood.com**, make sure to add your resume.

see you soon at our **kitchen table!**

