

Why Join Us?

It's hard to explain from the inside why you should think about working with us, but we'll try.

As the founders of Perspicuity, we've always had the same vision: to build a great company that treats people properly.

Our decision making is consistently people first. Essentially, it's doing the right thing, which in business is often difficult but in our view always essential. We believe that the people-first approach we take creates trust, and that trust creates strength.

Strength, trust and people; we don't just mean our company, but the entire ecosystem in which we operate: the CEO of our highest spending customer, our knarliest developers, our newest apprentices, our office cleaner Josie as well as Larry from our local Starbucks, who ensures we work warmed with a post-caffeine glow...

They all play their part and are equally valued and respected, and help us to grow our business.

We work hard, we make tough decisions, and we constantly strive to be better. At our core, we apply our skills, expertise and experience to business problems in a positive way that would make our grannies proud.

Perspicuity is not for everyone, but for those that have joined us (including those who have left and re-joined), the feedback is that we're on the right track. There are many proof points, anecdotes and also a lot of data to support our approach, but that's for you to decide.

Thank you for considering becoming a part of our story.


CEO



A company of principles and valued people

Are you right for Perspicuity and are we right for you? When you are looking at a new position it's important to remember that this is a two-way process with each party seeking to determine whether they're right for each other.

To help you understand more about Perspicuity as a company, we created this 'Why Join Us?' brochure to help you evaluate whether we might be a good fit for you.



"Having worked in consultancy practices before, I can tell you that Perspicuity is not just another IT consultancy. The culture is different and that is reflected by the very low staff turnover I see here"

Alex Phillips, Senior Consultant



Ventsislav Yordanov, Senior Developer
Presenting at Lunch & Learn



Ben Gower, CEO

'Delivering to Microsoft Partners' in Greece

A company with a strong brand

Companies today trade largely on their brand. Our brand promises to deliver a high standard of service, consistently, where the customer experience accurately matches the sales and marketing rhetoric.

“

“Our brand is wrapped into everything we do. You know that is the case when people often mistake us for a much larger organisation”

Elliott Carter, Marketing Executive

"I feel part of something at Perspicuity, this isn't just a job or a career, we're changing the way the industry works — and that is exciting"

Victoria Moffatt - Head of Scaling Up

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A company built on principles

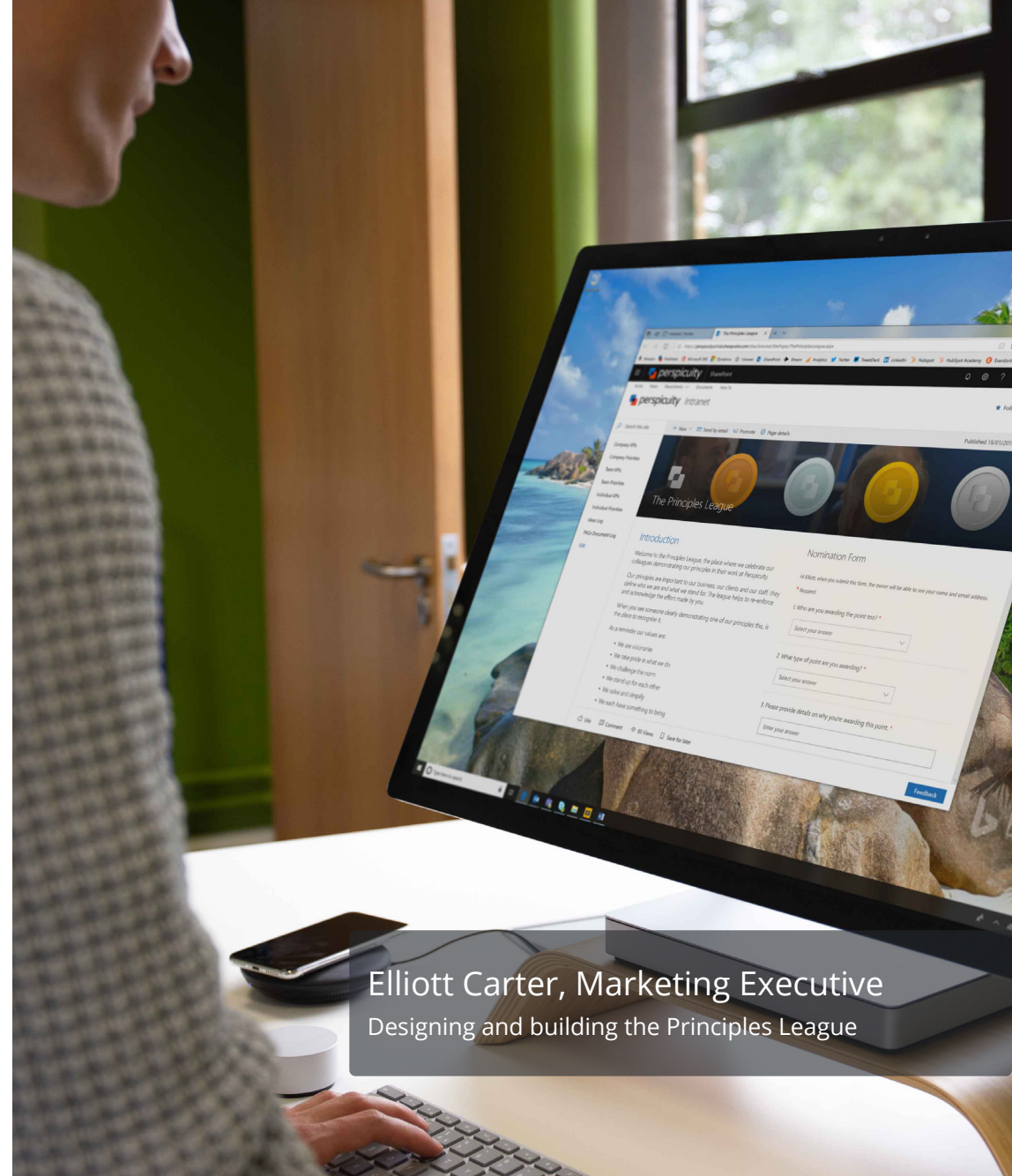
At the heart of Perspicuity are the company principles, regardless of where you are on your career journey; thinking about an apprenticeship or a seasoned consultant with specific capabilities - the same principles apply.

We are proud of the Principles that we have defined as a company. Our Principles League is one way we celebrate those who live our Principles. We hope they are Principles with which you can identify.



"Our Principles are more than words on our Intranet. Every day I see how they are embraced in the 'Perspicuity Way' "

Martin Dobbie, Senior Consultant



Elliott Carter, Marketing Executive
Designing and building the Principles League

Investing in the Future

"I wanted to extend my personal thanks to you and your team for giving so generously of your time, and for contributing so actively to the apprenticeship event with the Prime Minister.

The insights you shared as a business owner were valuable for Microsoft to hear, and I hope for the Prime Minister too.

Perspiciuity's commitment to apprenticeships is clearly strong, and very impressive."

Cindy Rose, CEO, Microsoft UK



Theresa May, Prime Minister

Attending the Microsoft Apprenticeship Hackathon exclusively with Perspiciuity



James Parsons, Senior Consultant
Richard Baldock, Senior Developer



A company that understands our people

It is vitally important that we are able to communicate effectively with one another and as part of the process of working out if we are right for each other, we work extensively with behaviour profiling.

Such profiling provides us with insight into each others' personality traits and in return provides you with an insight into the traits of others; the aim being effective communication. This helps us understand your fit for the role and your fit within the overall company. It's a two-way thing, but we've found the results are unerringly accurate, and more importantly help makes us a cohesive and inclusive team.

“

“Behaviour profiling really helps me with more effective communication – we simply get to an outcome more efficiently”

Charlie Gilbert, Solution Sales Professional



"After working for a number of Microsoft Cloud companies over the years, I was really after a change of pace; I wanted to work somewhere that has the time and resources to really care for their staff. We get to play with the most up-to-date technologies, and always have the right tools for the job.

Perspicity's ability to balance the relationships with all of their customers and partners without leaving any feeling ignored, as well as the volume of interesting work that keeps me on my toes, makes it a great place to work"

Ben Leach, Professional Services Director



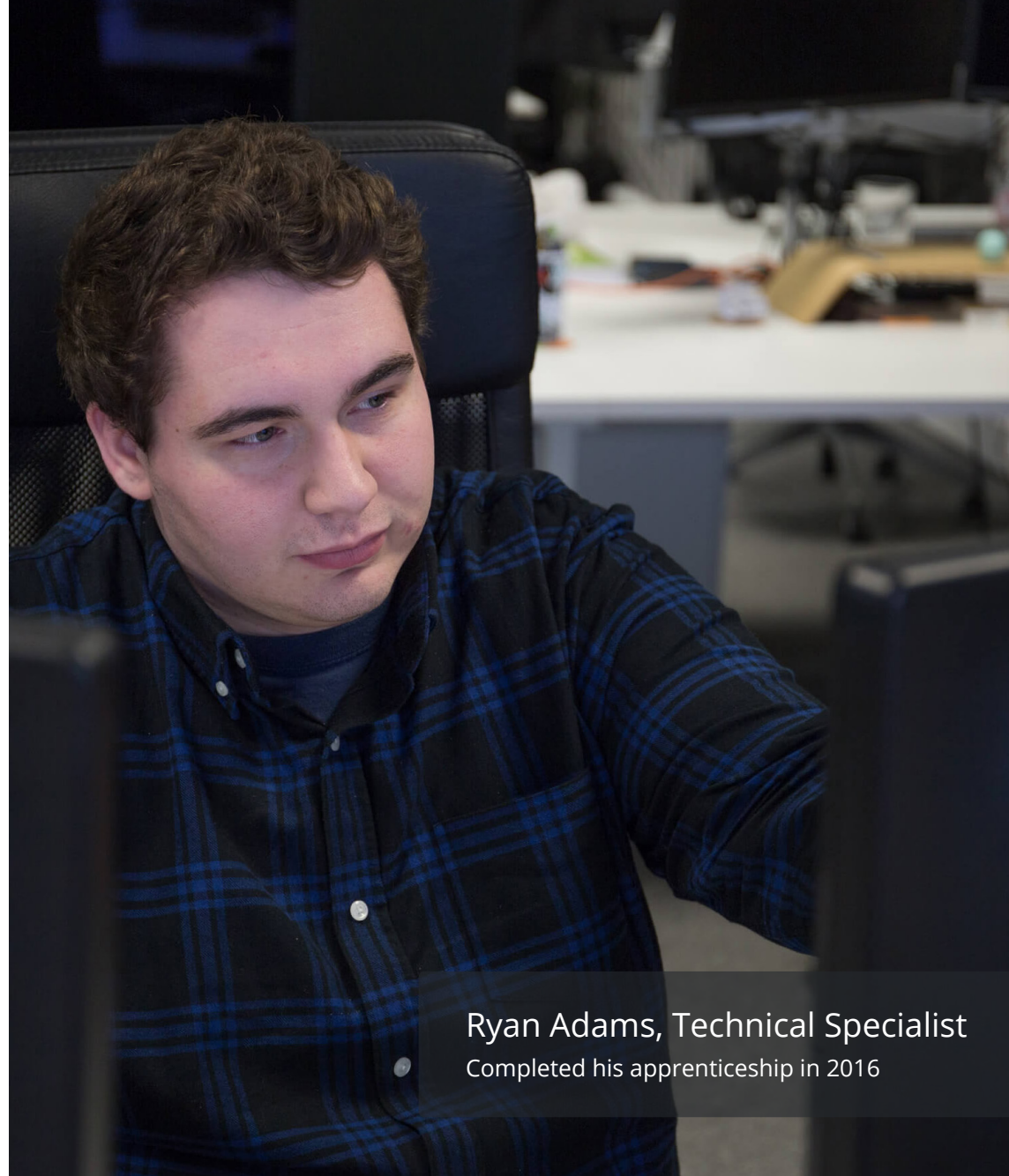
A company with stability

People seem to like it here. We are honoured by the fact that the number of staff that leave us is very low and we believe that says a lot about the company that we are, the brand that we have created, and the culture we have nurtured. It is also true that in many cases the people that have left have come back again, and we welcome them with open arms.

Our apprenticeship programme has been both successful and instrumental in the company growth. Many of our graduates are still with Perspicuity and have gone on to achieve great things in all aspects of the business. What may have started as a technical role has seen progression variously into Sales, Marketing and Operations... in fact, all aspects of the business. We dare you not to be pigeon-holed!



Overall Microsoft Apprentice Employer of the Year 2015



Ryan Adams, Technical Specialist
Completed his apprenticeship in 2016



Joolz Lewis, Coach and Facilitator
Running a one-to-one coaching session



Realising your full potential

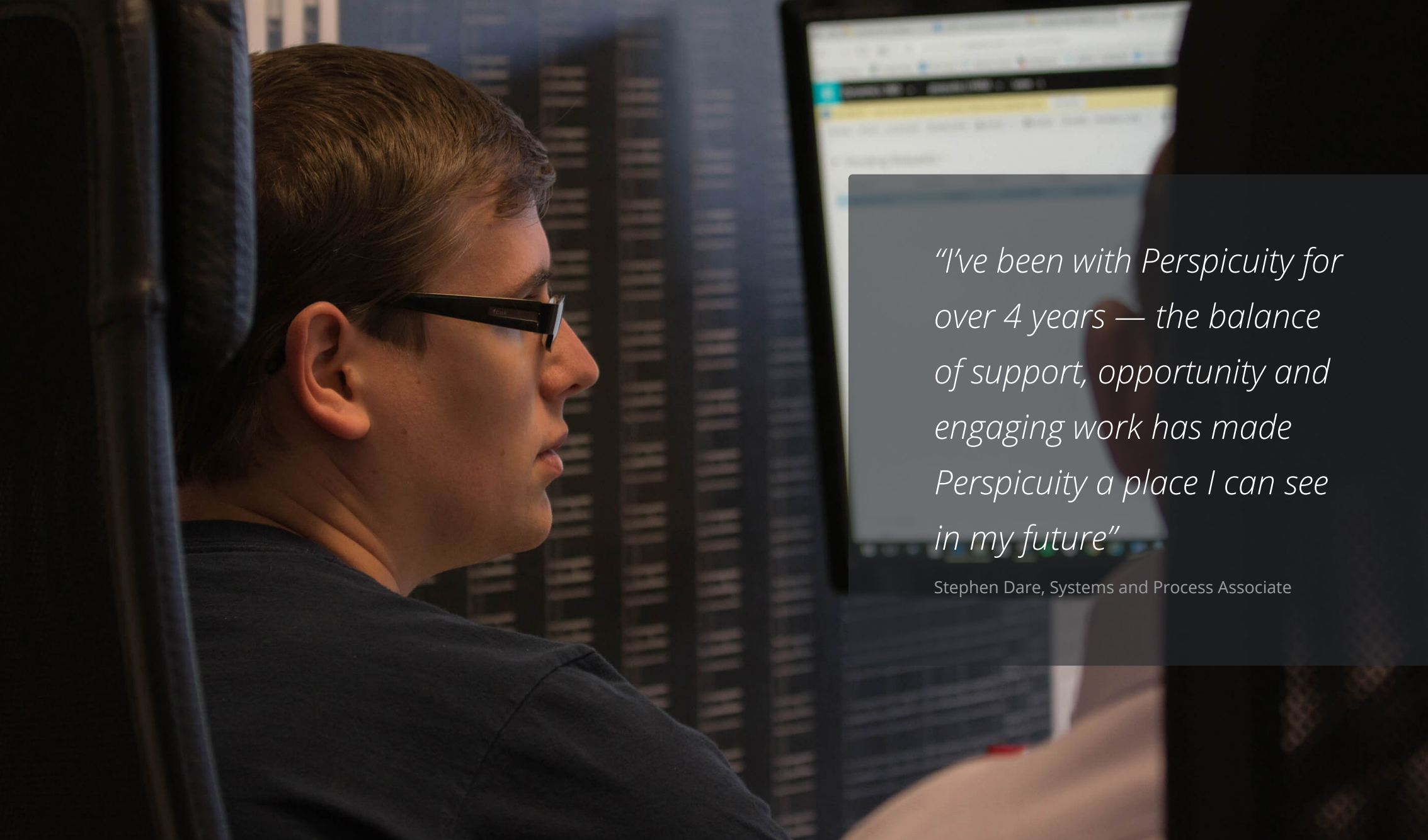
As individuals we should never stop learning and growing, how we do that as we progress further through our career is a challenge. We believe it takes more than “on the job experience” to get to your full potential.

Senior staff, about 40% of the team at Perspicuity, benefit from regular one-to-one executive coaching to give them a safe place to explore how to overcome the challenges they face, and how to grow with a view to becoming the best version of themselves.

“

“It’s pretty unique to be offered this level of professional coaching: the direction and advice that I have received has helped me develop my personal skills, enabling me to work better with my team and customers alike”

Alex Cuthbertson, Principal Consultant

A man with short brown hair and glasses is shown in profile, looking towards the right. He is wearing a dark blue t-shirt. In the background, there are rows of server racks and a computer monitor displaying a web application. A semi-transparent dark grey box is overlaid on the right side of the image, containing a quote in white italicized text.

"I've been with Perspicuity for over 4 years — the balance of support, opportunity and engaging work has made Perspicuity a place I can see in my future"

Stephen Dare, Systems and Process Associate

Benefits at Perspicuity



Employee Share Scheme

You remember we said earlier how important people are to Perspicuity? Well, we back that up in action in the best way we can by allocating 20% of the stock in the company to this scheme which is distributed to all employees. We all have a vested interest in the performance and success of the company for the simple reason it can benefit us all. We don't have a crystal ball, but we expect that in the future this is going to deliver a handsome return on the effort we all put in every day, living up to our values and delivering an experience to exceed our customers' expectations. Would you want to be a part of a company that shares its financial success with all its staff?



Pension

We're told our pension plan is generous: we will match your contributions up to 7.5% of salary.



Working from Home

If you are not based at our Yeovil office then it's likely you'll be based at home: as is the case for all of us your business travel will be paid for by the company. If you currently commute into work you'll understand the financial benefit to such an arrangement.



Healthcare

We provide private healthcare to give you piece of mind, and to help reduce risk to the company. You want to get better as soon as possible after ill health and we want the same. The devil is in the detail, our healthcare plan is comprehensive.



25 days' holiday, Death in Service, Income Protection and participation in the Childcare Voucher Scheme form part of our benefits package. We think these benefits are important for peace of mind as it's not always possible to control what happens along the way, and we will support you in times of need.



Does this speak to you?

Then why not speak to us...



+44 (0) 333 4444 365
Speak to Shane Evans



careers@perspicuity.co.uk
Send us your CV

www.perspicuity.co.uk

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