



Employee Value Proposition



Be it. Do it. Live it. Work it.

At Structurelt, we eat, sleep, drink, dream, breathe and live technology. Every minute of everyday*

* Except when we're enjoying downtime

with friends and family, running marathons, running on treadmills, running for fun, enjoying coffee, cycling, navigating rallies, giving back, spending time at the beach, cooking, dancing, dancing Zumba, dancing like no-one's watching, learning, reading (quite a lot), sightseeing, fishing, watching concerts, live bands, live shows, playing guitar, singing, gaming, baking bread, baking cakes, playing touch rugby, meeting new people, folding complicated origami, practicing Jujitsu, going to Meetups, playing football, watching football, predicting football, snowboarding, mountain biking, mountain hiking, hiking in general, catching documentaries, catching reality shows, vegging in front of the TV in general, watching live shows, winning at foosball, playing bubble soccer, farming, being spiritual, playing video games, doing Pilates, challenging others at board games, adventure riding, attending taste festivals and food pairing, coaching children's rugby, paragliding, nature walking, getting together, camping, swimming, drawing, painting, designing, philosophising, managing events and parties, visiting markets, studying human behaviour, researching what makes us tick, gardening, blogging, vlogging, jogging, playing Pokemon Go, crafting, taking part in obstacle races, loving nature, golfing, doing charity work, and occasionally just kicking back and catching our breath.



We're a fast growing fintech business, with offices and clients around the world.

And we've been doing fintech long before fintech became a buzzword, since 2006.



**We're just as passionate
about unleashing greatness,
within ourselves and each other.**



Which is why at StructureIt

**you'll be free to be yourself,
so you can be the best YOU
you can be.**





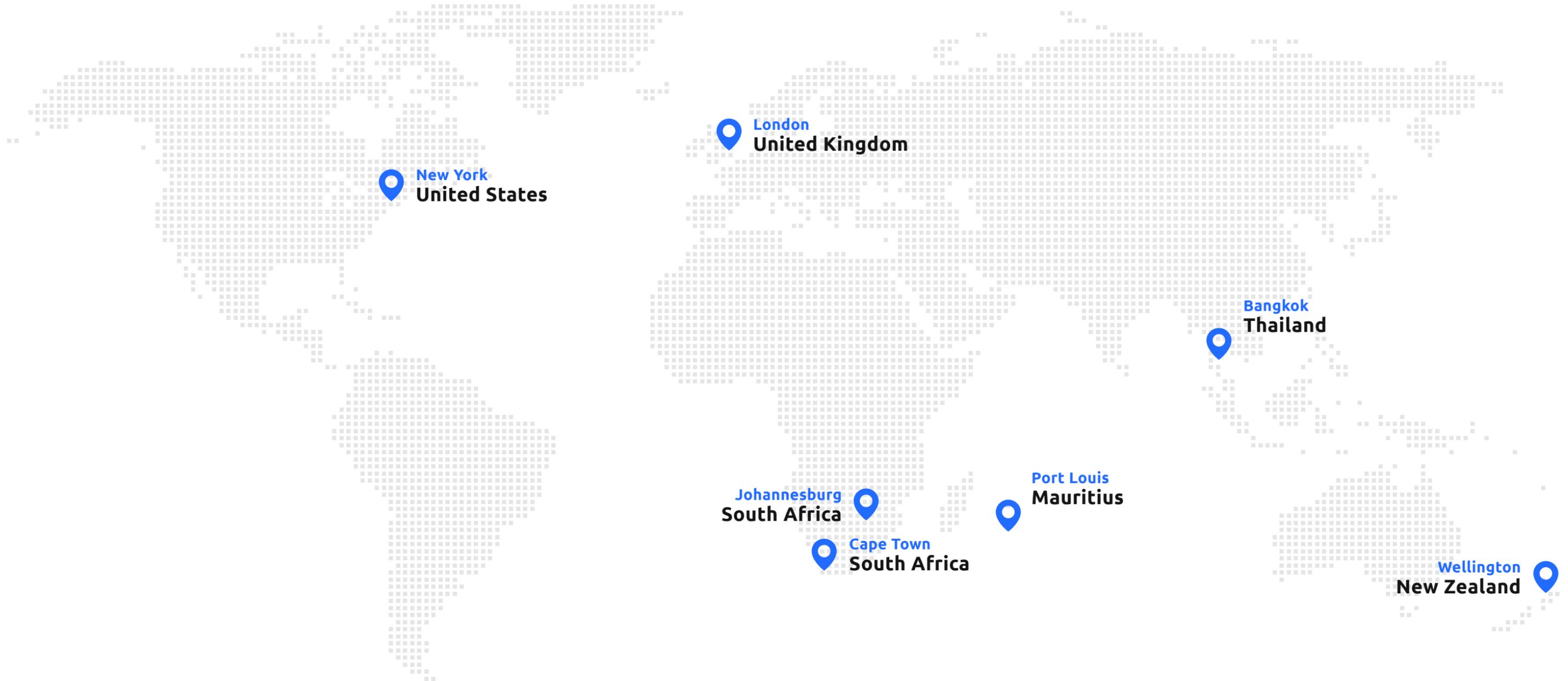
We are an employee-first culture that encourages work/life balance. You'll have the freedom to do the work you want to do, the freedom to make mistakes (as long as you own them) and the freedom to learn and grow. With many opportunities to do so.

You'll also have the freedom to do the best you can. By being trusted to get on with things, lead yourself and push your own limits, and not having someone checking up on you 24/7.

But you'll also be supported, coached, advised and mentored.

Structurelt at a glance

Building mission critical software and data solutions. Founded in 2006 by Llewellyn and Tim



Elements of our TechStack

01 C# Multi-paradigm programming language			13 .NET Core Open-source web framework	14 Angular Open-source front-end web application framework	21 Spring Boot Rapid application development platform		27 BitBucket Pipelines An integrated CI/CD service built into Bitbucket		
02 TypeScript Open-source language building on JavaScript, by adding static type definitions		07 Spark Open-source, distributed processing system used for big data workloads	12 EF Core Lightweight and extensible version of Entity Framework	15 Dapper Object-Relational Mapping (ORM) product	20 MediatR Simple mediator implementation in .NET		26 Teamcity Build management and integration server	28 Kubernetes Platform for automating deployment, scaling of application containers	33 Kafka Framework implementation of a software bus using stream-processing
03 JavaScript High-level, interpreted programming language	06 Java General-purpose programming language	08 Apache Camel Open source framework for message-oriented middleware with a rule-based routing and mediation engine	11 Lombok A Java library that automatically plugs into your editor and build tools	16 Cats A library which provides abstractions for functional programming in the Scala programming language	19 NEST A strongly typed client with a concise API for interaction with Elasticsearch	22 Selenium Tools for automating web browsers	25 Terraform Infrastructure used as code to provision and manage cloud infrastructure	29 Docker Swarm Clustering and scheduling tool for Docker containers	32 Azure Cloud computing service platform created by Microsoft
04 Scala General-purpose programming language	05 Python Interpreted high-level programming language	09 XUnit Open-source testing framework for .NET	10 JUnit Testing framework for Java programming language	17 Pytest Open-source testing framework for Python	18 ScalaTest Simple tests and executable specifications for code	23 Cypress Web automation test framework	24 Octopus Deploy Automated deployment server to automate deployment and custom scripts to multiple environments	30 OpenShift Cloud-based Kubernetes platform that helps developers build applications	31 AWS Cloud computing service platform created by Amazon.com

Language

Framework

Tools

Platform

You'll find there is more to StructureIt

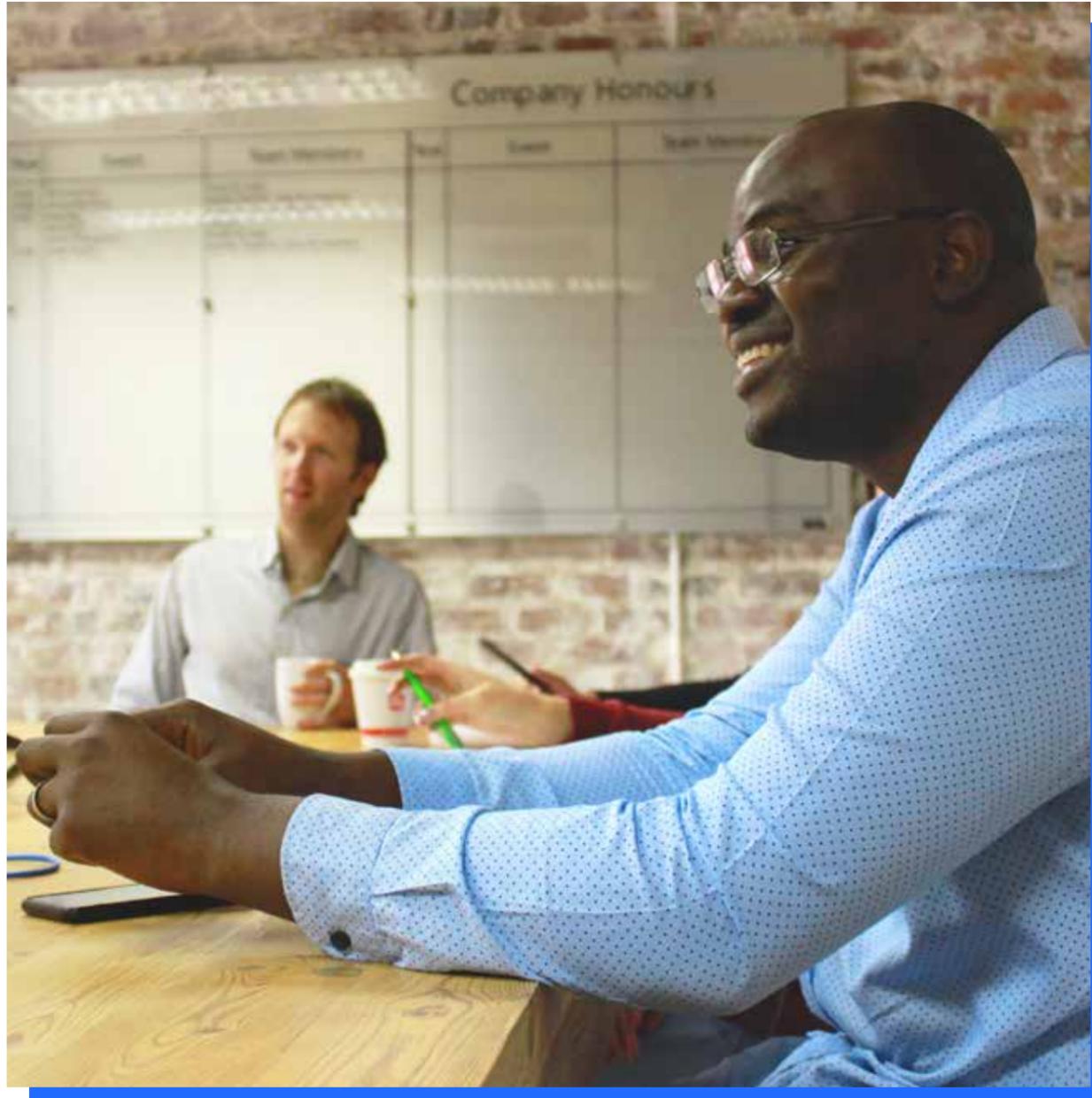
**than a fast-growing
global organisation.**



We're a forward-moving, forward-thinking, fast-paced, fast-acting bunch.

The work is always challenging and interesting.
And so are the people – we mean the interesting bit.





Because we believe in **hiring smart individuals** who are great problem solvers. We're also warm and welcoming, dynamic and excited about what tomorrow holds.

Each day brings with it fresh challenges and opportunities to try new things, learn and grow.

We tend to grab them.

Our Purpose

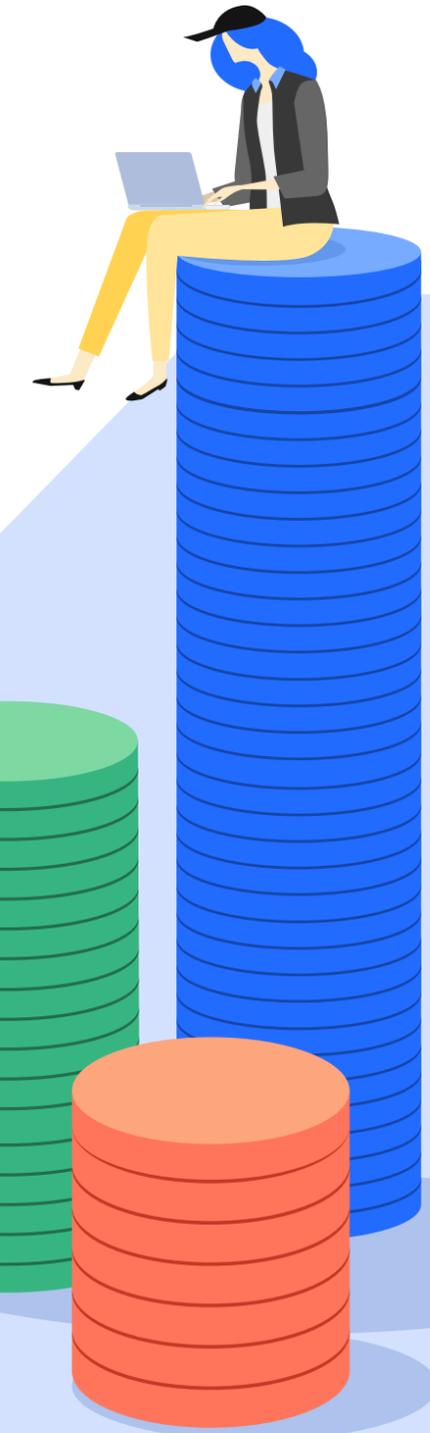
Our purpose is simple really:

**To create simplicity
in a complex world.**

That's because the world is getting increasingly complex.

Data is expanding exponentially, with 2.5 Quintillion bytes of data created everyday.

The world will be creating 163 zettabytes (10²¹) of data
a year by 2025. That's a whole lot of data!



StructureIt operates in an even more complex space – that of financial data.

Which needs to always be accurate, timely, transparent, organised and presented well.

In other words, simplicity itself.



So that our clients can instantly make the best informed decisions.

Because better decisions = better results.

For everyone.



Our Values

You've got mad skills.

But more than that, you've got values.

Values that are the same as ours.

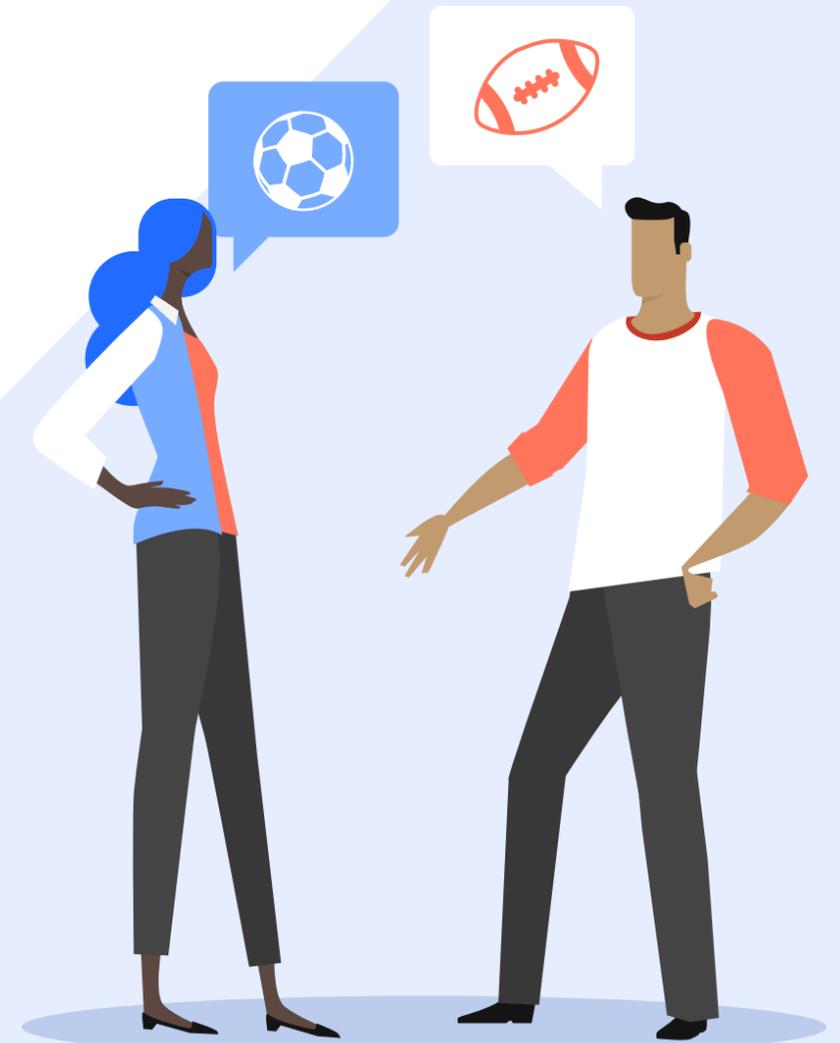
They define how we think, feel and act.

**Know them. Live them.
Every day. In every way.**

Communication

We believe that communication is at the heart of collaboration.
We connect with each other, valuing the diversity of our cultures and backgrounds.
And our individuality.

We are all approachable. We listen with our hearts and our heads, making sure we understand each other and each situation. We encourage each other to speak, everyone has a voice - regardless of title and, when it's our turn, we are honest and kind, clear and direct.



Simplicity



We focus on **simplicity** because we operate in complexity.
So we keep things simple and straightforward.
We make things easy and uncomplicated, even when they're not.

We focus on transparency and clarity.
We work with integrity and sincerity.



Can-do

Our attitude is can-do through and through.

We don't shy away from problems.

We welcome challenges and are always ready to try.

We're flexible, agile and adaptable.

We step up, have fun and give it our all.

We get things done – with energy and enthusiasm.



Accountability

We are accountable for everything we do,
as individuals and as a company.

We answer to ourselves and each other.

We strive for excellence, taking ownership
and responsibility for all we do.

We push ourselves and each other.

We check in and follow up.

**And when we make a mistake,
we own it and fix it.**



Curiosity



We are curious. We ask questions, seek new perspectives and look outside the box.

We are open to new ideas and new thinking, always ready to challenge ourselves and the status quo.

We are forward-thinking and forward-moving.

We never settle, never stop improving and never stop learning.



Wellbeing

We take our mental and physical health seriously and have a library of tools and talks available to our people to draw on when needed. We value wellbeing and life outside of work.

Because to work well, do well and live well, we need to be well. So we make work a happy, healthy and flexible place.

We celebrate achievements and each other.

We reach out and lean in. We take time out.

We spend time with our own families – we don't miss out.

And we make each other family.

We make work fun, the place we want to be.

Our Culture

**We want StructureIt
to be your happy place.**

After all, you spend a large part of your day at it.

And we want you to be excited about coming to work.

Which is why we keep things easy and informal.
There are no stifling hierarchies. Or corporate ladders to climb.

Just open doors. And open minds.
And people open to new ideas and others' opinions.
Because we value difference and diversity.

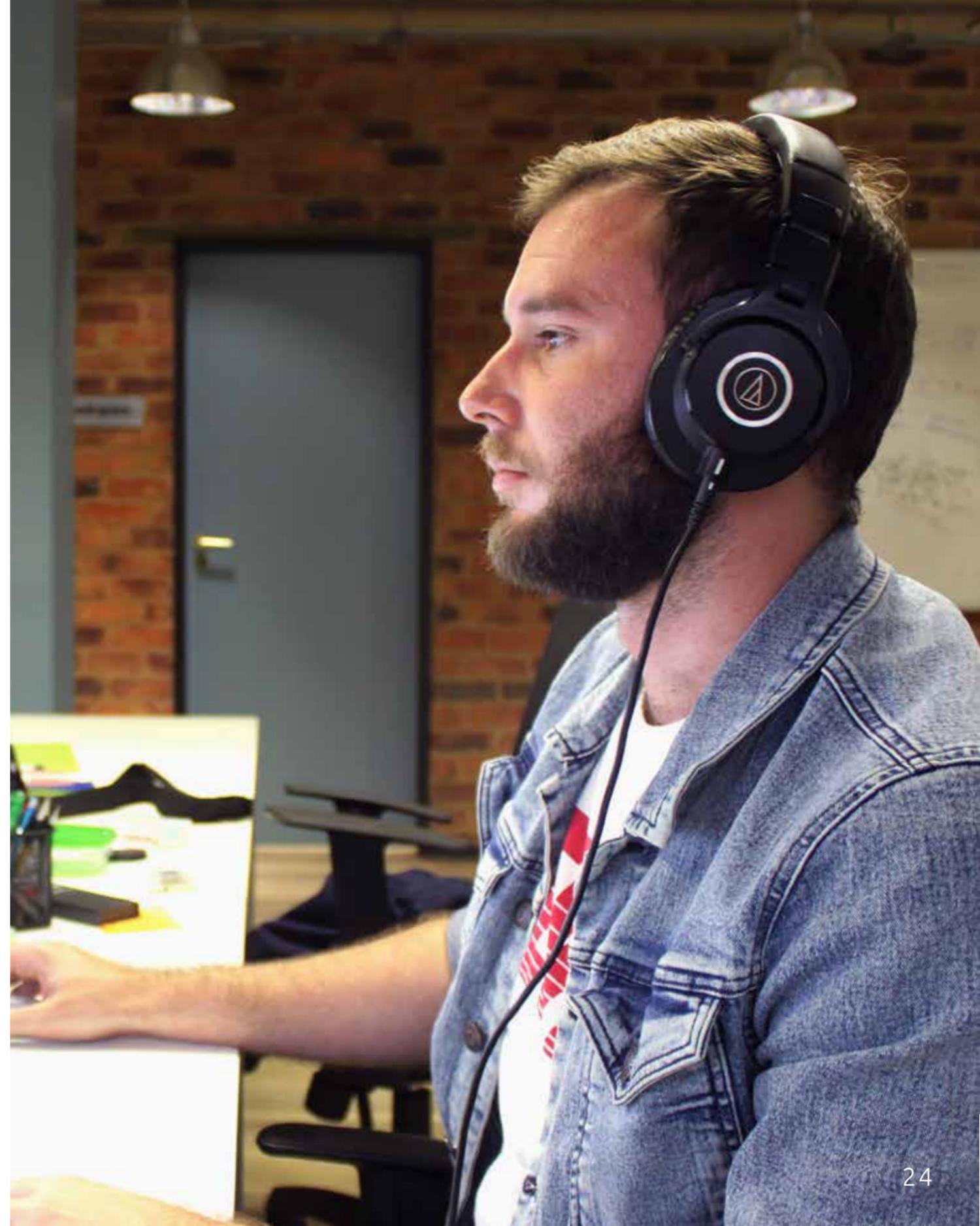
**You have a voice.
And we want to hear it.**



We're also humble and laid-back.
But with a burning energy to get things done.
Which means the pace can be fast. And so should you.

You'll also find that there is **no place for egos.**
Or cruisers, red tape or unnecessary process.

**We believe in less noise,
less disruption and more time
to focus.**



Our People

That's you.

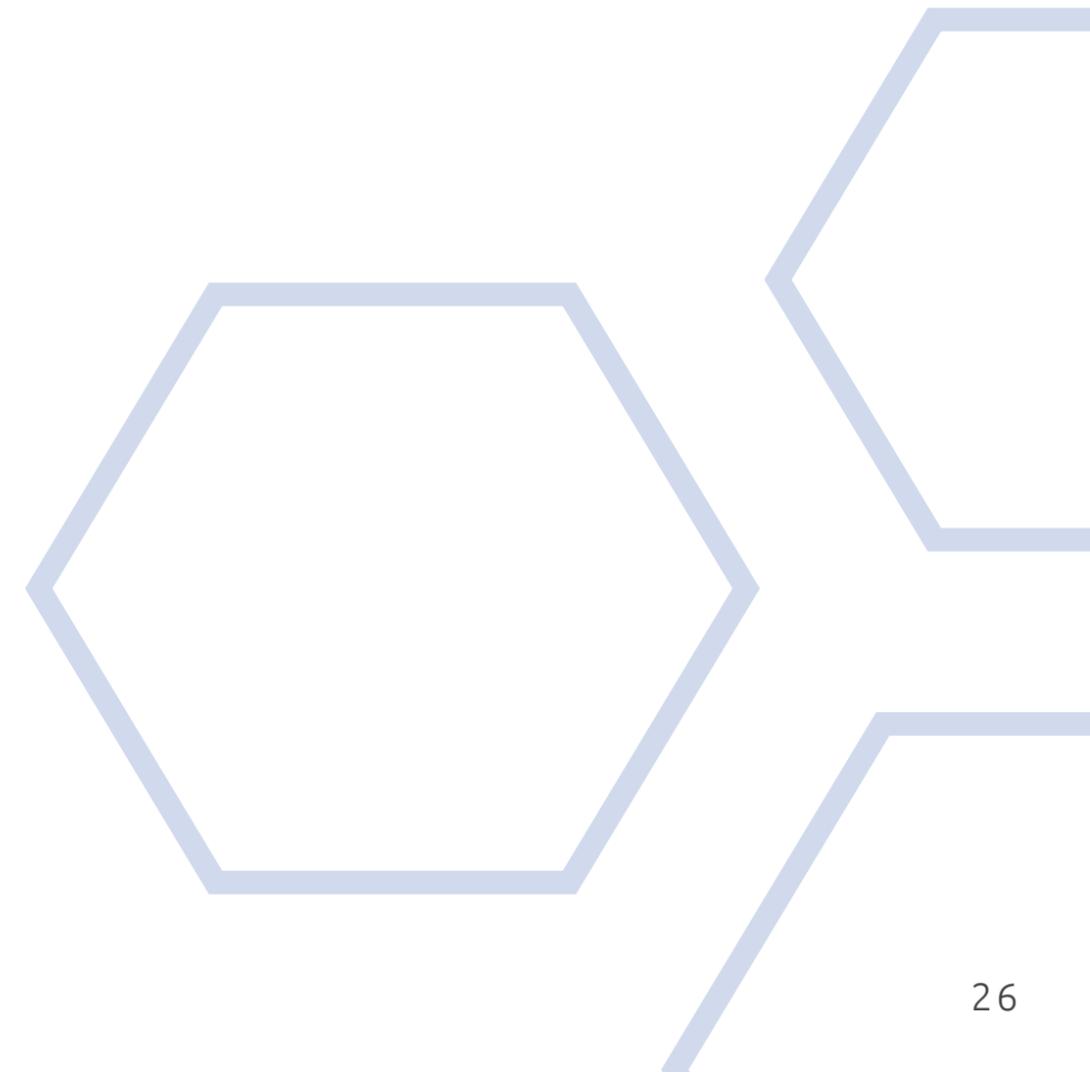
It's all the yous that make us a great place to work.
And create the culture that enables that.

Which means you'll find a group of individuals sort of like you:
Bright, independent-minded and curious,
quick to pick up new concepts and open to learning new things.

Optimistic problem solver is your middle name –

you believe you can help create a better future.

So you'll find people who love a challenge and getting stuck right in,
ready to step up and run with anything. Or anyone.



You're happy to fly solo and also enjoy being part of a team.



You're easy-going and play well with others – always ready to encourage, help, mentor and guide.

You're agile as a fox, adaptable and able to change. You're just as quick to own your mistakes, admit when you don't know and then get on with it.





You have a great eye for detail.
And one that sees the bigger picture.
Together with that magical ability
to balance perfection and delivery.

**You get things done.
Because you give 110%.
As do we.**

The small stuff, which is actually

The BIG Stuff

**We want to make your journey
with us the best it could possibly be.**

So there are things that are important to us:

Like Flexibility

We get things like family commitments, dentist appointments, commuting, burst water pipes and occasionally needing to find quiet space away from the office to get things done or working from home.

Which is why we have flexible hours and work spaces, including fully remote working options. It goes back to making StructureIt your happy place



and **Learning**



We believe we should never stop learning. Or teaching ourselves.

About technology, our clients, their challenges, what works, what doesn't, from our mistakes, our wins, and from each other.

So we have regular feedback sessions, an internal blog, developer forums, hands-on coding sessions, lunchtime study groups and networking opportunities. You'll also get access to a wide variety of online courses, other training initiatives and programmes with a learning budget. You choose how you use it.

and **Leave**

**We strongly believe that
you need time out to recharge.**

For your mental, physical and spiritual wellbeing.

We encourage you to take it.

So you return refreshed, rejuvenated
and ready to take on the world.

Check out our handbook for the variety
of options we offer



and **Appreciation**



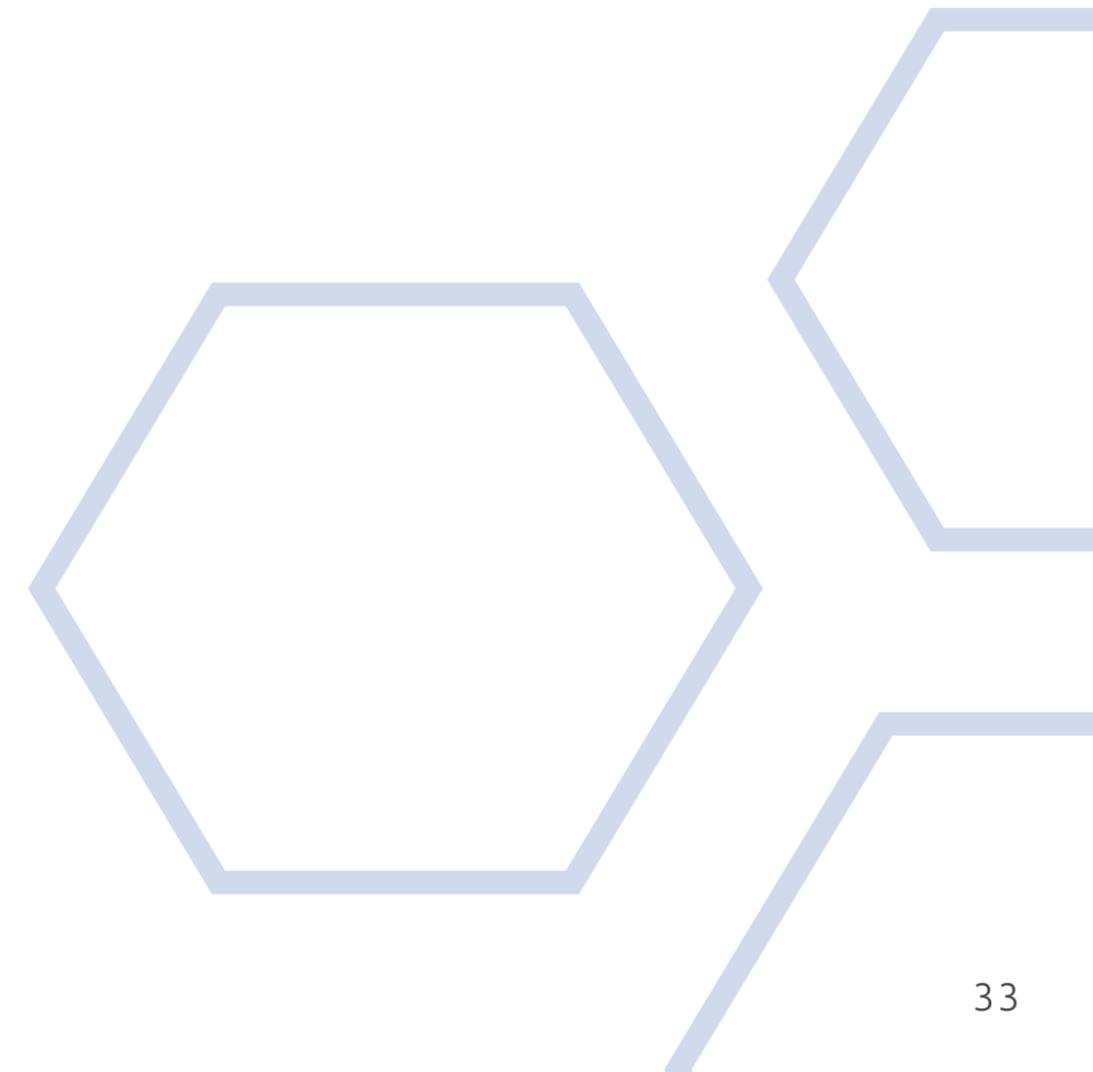
We appreciate and value you more than you know.

Which is why we believe in the 13th cheque to reward performance.
We also want to say thank you for hard work and hanging around.

So after two years, you can choose to either get a phone contract, a monthly Uber travel voucher*, fuel allowance or contribution to your Wi-Fi.

* Where the location provides Uber services.

After five, you'll get an extra three days leave a year.
And after ten, a three-month paid sabbatical.
(Which we think you'll never want to take as you'd never want to be away from us for so long.)





and
Fun

Last, but definitely not least...

**Our company outings
have become somewhat
legendary.**

Well, at least around here.