



CHARTERIS

Careers at Charteris

Where talent meets opportunity



Enabling the agile enterprise



About Charteris

Charteris plc is a growing AIM-listed consultancy that helps leading organisations transform business performance through the strategic application of technology.

Our experience makes us different and our people bring a unique approach to complex problems that makes us distinctive, allowing us to:

- ◆ Deliver rapid and reliable change for our clients – for increased business performance and competitive edge

- ◆ Offer deep practical experience with a rare combination of business expertise and technological flair
- ◆ Maintain close collaborative working relationships with clients, bridging the gap between business and technology – and enabling the agile enterprise.

We focus on three key business areas as part of our roadmap to business agility: Customer Centricity, Intelligent Integration and Infrastructure Optimisation.

Our extensive client list comprises well-known names in the finance, media, retail, services and public sectors, and we have won a number of global industry awards.

What you can expect

A strong team ethos is nurtured with regular company days providing social, technical and business focus. Knowledge-sharing through blogging and Special Interest Groups is actively encouraged and personal development strongly supported through e-learning, and mentoring as well as more traditional methods.

Whether you are a business or technical expert at Charteris, publication of white papers, keynote speaking and networking are part of the fabric of life for us. Visit our website for examples of our work.

Employee development begins at induction and continues throughout your career at Charteris and all employees have a Professional Development Manager to provide support and advice to aid ongoing development.

We offer a support programme for professional qualifications and make a wide range of courses available to staff via our partnership with SkillSoft.

This enables you to work at your own pace and in subjects that interest you as well as those that are relevant for your work – there are no limits to what you can achieve!

With offices around the country, our commitment to our employees extends beyond their time at work. We understand the importance of work/life balance and carefully plan our consultants' assignments as much as we can to accommodate their needs. We pride ourselves on our flexible approach to working and actively encourage staff to take time to train and develop or to recharge their batteries – it isn't rhetoric at Charteris.

Benefits

We provide a selection of benefits that help protect our employees and maximise their potential.

- ◆ A generous contributory Group Personal Pension
- ◆ Life Assurance – designed to provide significant protection to the families of our employees
- ◆ Permanent Health Insurance – in place from day one to provide income after a fixed period of incapacity
- ◆ Contributory Private Medical Insurance – from the UK's leading healthcare specialists
- ◆ 25 days' holiday a year
- ◆ Childcare vouchers
- ◆ Attractive remuneration packages comprising basic and variable pay – allowing you to achieve your potential
- ◆ Your own personal e-learning account for maximum personal development
- ◆ An online self service HR system giving you maximum flexibility and a complete picture of your total reward package
- ◆ A confidential meeting with our appointed independent financial advisers to assist you with financial planning
- ◆ Regular appraisal and feedback on performance using a state-of-the-art system and an industry standard competency framework
- ◆ Tools to do your job such as laptop, phone etc, where eligible.

Benefits are subject to underwriting where appropriate and subject to change at any time.

“Charteris helps leading organisations transform business performance through the strategic application of technology”

The appeal of Charteris

- ◆ Charteris only employs the top 5% of Microsoft professionals – all our consultants are extremely competent in the field of enterprise development and consultancy
- ◆ The Company provides comprehensive, structured training programmes and clearly defined career development
- ◆ Our clients include leading blue-chip companies, recognised high street brands and often Microsoft itself. See our website for more details
- ◆ Charteris directs and manages complex, high profile projects and programmes, providing its consultants with a challenging and rewarding working environment
- ◆ Emphasis is placed on cross-mentoring and training within project teams, promoting the ongoing development of technical competencies and business knowledge
- ◆ As a result of our privileged relationship with Microsoft, Charteris is often given the opportunity to keep abreast of the very latest technology developments.

Who do we hire?

Whilst we mainly recruit new hires into permanent roles, for those who prefer a more flexible approach we also hire consultants into our associate team. Both permanent and associate candidates participate in the same thorough recruitment process, which includes meeting other members of the professional team. The roles we offer fall broadly into three areas:

Business

We look for individuals who have the strategic insight and ability to translate strategy into action; who can realise demonstrable business results through the pragmatic application of information technology. Individuals should be equally comfortable and credible at board, senior-managerial and operational levels.

Project and Programme Management

Spanning the bridge between technology and consulting requires strong management and people skills with best practice approach and methodologies. Our consultants have proven experience in delivery, leading both internal and client teams, managing projects and programmes to meet our clients’ goals.

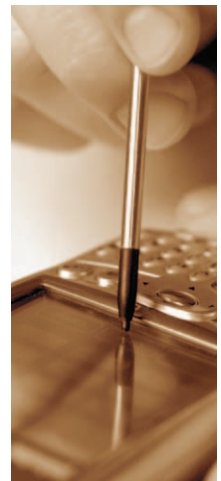
Technology

For technologists, leading-edge technical development opportunities are available. In this area individuals have extensive experience in developing IT solutions and are able to implement and communicate technical skills and concepts both internally and to clients. Our technical team is second to none, with an abundance of specialist knowledge; our people are truly committed to improving the performance of our clients’ businesses.

Selection process

We have a strong ethical approach to recruiting (demonstrated via our ISO 9001:2001 accreditation) and it is important to Charteris and candidates that the assessment process demonstrates a mutual fit for both. We aim to provide candidates with every opportunity to learn about the Company before making important career decisions.

Your application is screened by professionals who carefully consider the background and skills your CV demonstrates against our specific hiring requirements.



“The Company provides comprehensive, structured training programmes and clearly defined career development”

“Our extensive client list comprises well-known names in the finance, media, retail, services and public sectors”



Typical assignments

With a focus on managing, developing and implementing Microsoft technology solutions, Charteris staff have delivered the following assignments for clients:

- ◆ **Agile Business Transformation** – helping leading global businesses to envision, prepare and execute organisational change programmes
- ◆ **Programme Management** – providing project and programme managers with extensive experience and proven track records to translate business requirements into practical programmes for delivery
- ◆ **Strategic Sourcing** – blending business, IT, commercial, facilitation and negotiation skills to help clients establish and manage strategic supplier relationships
- ◆ **Advanced Microsoft Application Development** – offering unrivalled expertise in the latest Microsoft technologies
- ◆ **Advanced Microsoft Infrastructure Consulting** – designing, planning and deploying the full range of Microsoft infrastructures for enterprise customers
- ◆ **Microsoft Dynamics AX** – working with Microsoft Business Solutions to deliver ERP solutions.

Brief history

- ◆ 1996 – Charteris is founded as a Management Consultancy by four of its current Directors
- ◆ November 2000 – the Company is floated on the Alternative Investment Market (AIM)
- ◆ June 2001 – Charteris acquires The MandelbrotSet Limited, a specialist Microsoft consultancy renowned for R&D work on Visual Basic 6 and hailed as founders of the .NET concept. In the process Charteris’ focus shifts towards Microsoft solutions delivery
- ◆ 2002 – named as a Microsoft Certified Gold Partner
- ◆ 2002 – listed among the UK’s top 100 fastest growing organisations by the Deloitte & Touche/Indy 100 Awards for fast growing companies
- ◆ May 2004 – Charteris achieves ISO 9001:2000 approval
- ◆ September 2004 – major Microsoft award for ‘.NET Hosted Solution of the Year’ at Microsoft’s Worldwide Partner Conference, Microsoft’s premier annual conference for industry partners
- ◆ October 2004 – the Company’s award-winning reputation is maintained as it achieves another prestigious global industry accolade – the BizTalk Server 2004 award, which recognises Microsoft programming excellence amongst developers worldwide
- ◆ November 2004 – the Company acquires Cedalion, strengthening Charteris’ presence in Scotland and northern England, and in the finance and government sectors
- ◆ November 2006 – Charteris consultant Chris Seary wins Microsoft Most Valued Professional (MVP) award.

If you think you have what it takes and are interested in joining Charteris, or if you are a recruitment consultant and are dedicated to attracting the very best candidates, then please contact the Human Resources team on the numbers below.

All our employees must have the right to work in the UK and a commitment to travel to varied client sites across the UK is essential.



Charteris plc
 Charteris House,
 39/40 Bartholomew Close,
 London EC1A 7JN
 Tel: +44 (0)20 7600 9199
 Fax: +44 (0)20 7600 9212
 email: careers@charteris.com
www.charteris.com