We bring our industry-leading software platform to the likes of Mercedes-Benz, Santander and Hitachi, so they can do business around the world.

Our culture is vibrant, innovative and diverse, and we’re really proud of it.
We’re Alfa, a leading provider of software and services to the global asset finance industry.
Our software platform, Alfa Systems, is at the heart of some of the largest and most innovative companies in the sector. Established in 1990 and with over 300 employees worldwide, we are headquartered in London with projects all over Europe, the US and Asia-Pacific.

We can offer you a future in software engineering or consulting - whichever you prefer. Alfa careers are for people of all academic backgrounds and will see you working at our London HQ, at one of our US locations, or on one of a range of international assignments.

We look for people with outstanding talent and achievement, including an excellent academic record. If you can demonstrate this, we’ll teach you everything you need to know.
Our Culture

Our culture is vibrant, innovative and diverse, and we’re really proud of it.

Moor, our much loved rooftop coffee shop at our London HQ, serves great coffee and is the perfect spot to mingle with colleagues during the working day. With its terrace and spectacular views, it’s also used regularly for one-off events, after-work gatherings, to celebrate success, or just as an opportunity to chat.

Every few months we run a Company Meeting, a great way to catch up with everyone and everything that’s happening around the company. Usually we put on activities and talks throughout the day, then celebrate with dinner, games and entertainment. Each year, one meeting takes the form of a Hackathon, which creates a huge buzz in the lead-up and gives us even more to talk about afterwards, while the prestigious annual Company Conference often takes place overseas - most recently in Croatia. Wherever you are in the world, these occasions are always different and fun.

Alfa has held the Investors in People award since 2003, achieving Silver status since 2013, continuing our commitment to personal development. In recent years we have been named in TheJobCrowd’s Top 100 Graduate Employers and The Guardian UK300, a list of top employers as voted for by students.
Innovation

In addition to our annual Hackathon, we also hold regular innovation afternoons, which allow you to take time away from the day-to-day and work on your own initiative. This can be anything you feel is worthwhile - technical or non-technical, improving processes or designing a new way to book our company gym passes. And, of course, we get together for pizza and drinks at the end of the day.

Communicating Your Views

At Alfa, everyone has a voice that will be valued from the day you join the company. If you have a suggestion, you are free to put it to senior managers formally through our communication channels, or informally over a coffee. We also carry out frequent surveys asking for opinions and suggestions, on everything from our strategic direction to the office environment.
Our values are central to the way we work, both together and with our clients:

- Make it better together
- Create a positive impact
- Challenge without being challenging
- Let great ideas grow

Find out more about how we live our purpose and values:
CSR

At Alfa, we believe our corporate activity should positively impact the lives of the people we work with, as well as the wider community.

Our dedicated CSR team has been in place for over a decade, with members drawn from across the company to help all of our colleagues in volunteering, fundraising for charity partners, donation of equipment such as old laptops to local schools, reducing our environmental impact, and much more.

Our Commitment to Diversity and Inclusion

We believe that all of our employees should be able to bring their best and most true selves to work. Our Inclusion Community comprises employees of all grades, backgrounds and roles. They meet on a weekly basis to discuss key topics and to plan the next quarterly Global Inclusion Breakfast event, each of which discusses a different aspect of D&I at Alfa, such as age, gender, career paths and socio-economic backgrounds.

Our LGBT+ community is dedicated to fostering an open and accepting environment for all our colleagues. We are a Stonewall Diversity Champion and participate at Pride London each year.

The Alfa Women’s Community supports women across the company, ensuring there is a progressive and inclusive environment where women can thrive and be role models.

If there isn’t a group for you, employees are encouraged to create their own communities. These groups benefit from active support throughout the company, all the way up to our CEO.
Our induction programme starts with an action-packed week where you learn all about our company.

After week one you’ll move away from training in the traditional sense and into a more dynamic learning environment. In this hands-on phase of induction, you will learn to deliver real business value and have impact, from day one on the job.

With a minimum length of six weeks, our workshop phase of induction is different for each career path. We feel this is just the right amount of time for new joiners to get settled in the company.

We see the induction as the foundation of your career and, once this has been established, how you choose to develop professionally is up to you and your manager. Our Learning and Development team provides a wide-ranging suite of learning opportunities for all employees to learn at a pace they are comfortable with.
Your performance and development process will give you formal feedback about your work and identify development needs. The process lets you know how you are progressing, where you are particularly strong, and where you should be channelling your efforts. This enables you to manage the pace and direction of your own career.

You'll receive an evaluation every six months and your evaluator will usually be the person directly supervising you. Part of every evaluation is the opportunity to comment privately on your work - and your manager - after the meeting takes place.

Throughout your career, your manager will provide support and advice to help you realise your potential, and be the best you can be.

360-Degree Feedback

We want you to achieve your full potential at Alfa, and we make sure that you keep developing new skills and improving those you already have. Regular, two-way feedback is an important part of this. We also want to use everyone’s talents to make Alfa even better, so we make sure we share our ideas on how to improve our company, product and services.
Your Career

As a new joiner, you’ll receive close supervision and training that will give you a firm basis for your future progression. You’ll get to grips with developing and configuring Alfa Systems, while building up knowledge of the product, the industry and the way things are done at Alfa.

Junior Software Engineer/Analyst

You’ll be increasingly confident in your role and, in time, involved in discussions with the client or the on-site Alfa team. You’ll be able to carry out your role with independence, although some supervision will continue to be provided. Later on, your experience will be sufficient to let you manage your own work and require less direct supervision. Your functional and technical knowledge will continue to grow throughout your time in this role.

Software Engineer/Consultant

You’ll be able to work with minimal supervision and be actively supervising more junior members of staff. You’ll have a broad overview of projects and their streams.

Senior Software Engineer / Senior Consultant
As a manager, you’ll have a broad knowledge of Alfa’s products and services and be capable of running a project or engineering stream. You’ll be managing external client relationships, while managing and developing your own team.

Senior Managers and Associate Directors

You could be responsible for entire projects or technical delivery. Our senior team combines managing client relationships with defining the company and technical direction.

Once you start down the path of software engineering or consulting, you’re not obliged to stay with that choice. If yours isn’t right for you, you are free to change roles.
The Industry

Asset Finance in Brief

Asset finance is a major global industry, with the most obvious example being car finance. Making a big payment can have a major impact on cash flow, both for people and companies. If you finance an asset, you can benefit from using it without paying in full on day one, usually by making regular payments in return for its use.

Almost any physical asset can be financed. Finance providers - our customers - usually deal with either large volumes of relatively low-cost assets, such as cars and computers; or smaller volumes of high-cost assets, such as aircraft and satellites. There are countless types of finance product available, but most are variants of one of the four fundamental arrangements: finance lease, operating lease, hire purchase and loan.

By providing our expertise and leading-edge technology, we help our customers to do business effectively and efficiently, maximising success in their various markets.
Profi les

Akalja Logeswaran

Name:

Akalja Logeswaran

Job title:

Software Engineer

Background:

MEng Biomedical Engineering

Whilst studying Biomedical Engineering at Imperial College, I’d had a go at basic coding. I realised I enjoyed it and began looking into related career opportunities.

Alfa was a great choice for me as it allows me to pursue a career in both technology and finance. My induction group consisted of graduates from all disciplines, and between us we had varying levels of technical knowledge, but the training structure meant we were all well supported.
We started off with four weeks of training, including the basics of asset finance, an introduction to the product, a week of Java, the other technologies used at Alfa, and a lot more.

This was a great opportunity to meet lots of my new colleagues from the moment we started, as each session was delivered by someone new. Following this, we moved into six weeks of development training where we were able to apply our new skills under close supervision. This was really beneficial for the transition onto my first role on a development team.

Even though there was a steep learning curve, the collaborative, open environment we have here made it easy to learn from people at all levels in the company. The extensive training and support available means there’s always an opportunity to develop your skills, whether your focus is functional or technical.

On top of the many events we get to enjoy, there are so many opportunities to sign up for, including six days of paid volunteering.

“The thing that really sets Alfa apart for me is the work-life balance and the great culture, with plenty of social activities organised by the company.”
One of my friends had joined the graduate programme and told me all about how Alfa could be a really rewarding place to work. Like many graduates who join Alfa I had no technical experience before I arrived, but the induction training was incredibly thorough and supportive. Within only six weeks, I was already out working at a client’s offices!

The asset finance industry came as a bit of a surprise. I was taken aback by how interesting it can be. Every training session on what our clients do gives a bit more detail on the financial world, and offers real insight into how our work affects both our clients and their customers. My roles have been with some of Alfa’s longest-held clients, and this has offered an enormous range of problem-
solving opportunities. Working so closely with the clients themselves has brought the opportunity to learn about the full breadth of requirements they have, meaning no two weeks are ever alike.

“`It’s not possible to talk about my experience with Alfa without discussing the social side of the business: we really are very well looked after!”`

Throughout the year, the company puts on special events to bring everyone together. These meetings often shed light on parts of the business that I don’t get to see every day - and always include us being spoiled in some way.

I always get the impression that Alfa takes my work-life balance seriously. At this point, there are many avenues my career could go down and that’s exciting. I’m very happy where I am and can’t see that changing any time soon.
Our Junior Software Engineers and Analysts are academically bright, which means As and Bs at A-level (or equivalent) as well as a 2:1 or above in any degree discipline. The ability to work in teams and build effective relationships with all levels of the company is essential. You will also need strong interpersonal and communication skills, initiative, and a logical approach to problem solving.

Although the job entails technology and finance, experience in these areas is not a prerequisite. Our training teaches you all you need to know, but your interest in these areas must be genuine. After a brief telephone interview where we learn about you and why you want to work for Alfa, first stage interviews take place with representatives from HR and the business. If we invite you for a second interview, this will be with two members of senior management.

We’ll let you know as soon as possible whether we are making an offer, then arrange with you which of our intakes is most convenient to start.

**How to Apply**

*If you are interested in becoming a part of the company, apply at alfasystems.com/careers.*

*Although the job entails technology and finance, experience in these areas is not a prerequisite.*
Salary and Benefits

We offer the following benefits:

- Graduate starting salary of £40,000 per annum (reviewed every six months)
- 33 days’ holiday a year (including UK public holidays)
- Private health insurance and access to a private GP
- Pension scheme with up to 6% employer contribution
- Enhanced maternity, paternity and adoption leave with family-friendly policies
- Salary supplement when working outside London
- Life, disability and worldwide travel insurance
- Season ticket loan
- Employee referral programme
- Paid volunteering days
- Access to a city gym
- Free coffee, cereal and fruit from our rooftop café
- Great social events calendar and annual Company Conference
- Membership of professional bodies
- Payroll giving

As you progress in the company you will also have the chance to benefit directly from our success. You’ll be rewarded for loyalty and performance with these benefits:

- Profit-related pay (after 18 months)
- Company car
- Additional holiday allowance
- Share scheme
Get in touch.

Cat Dickson
HR Generalist
020 7920 2653
careersUK@alfasystems.com

Alfa
Moor Place
1 Fore Street Avenue
London EC2Y 9DT

alfasystems.com/careers