

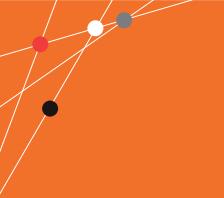


JACOB BAILEY GROUP™

[technical studio]

Career Opportunities

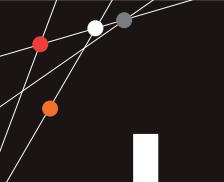
Developers & Software Engineers



Welcome to our universe !

So, you're interested in becoming a part of the team at **The Jacob Bailey Group. Great news!** We've created this guide to help you understand if this is the right place for you.

Let's get things straight - we don't just employ anyone. We take recruitment seriously. We believe that we employ some of the best talent around – and that's even before we've honed their skills through our ongoing training program. If you're interested in becoming the best developer you can be, then **the Technical Studio at Jacob Bailey could be perfect for you.**



Local team, global agency.

Our Technical Studio is based in our Ipswich HQ. It's where about 70% of our team are based. We have designers, account managers, software engineers, data, strategy and digital specialists, alongside operations and finance.

The Jacob Bailey Group includes:

JACOB BAILEY™



[technical studio]

With offices in:

Ipswich London New York Nottingham

The Technical Studio is made up of Digital Project Managers, Software Engineers and Digital Marketing Experts. The range of services we offer in the Technical Studio include:

- **Web & App Development**
- **Web & App Support, Service & Maintenance**
- **Web Hosting (AWS)**
- **Digital Strategy & Marketing**
- **Software Development & Support**

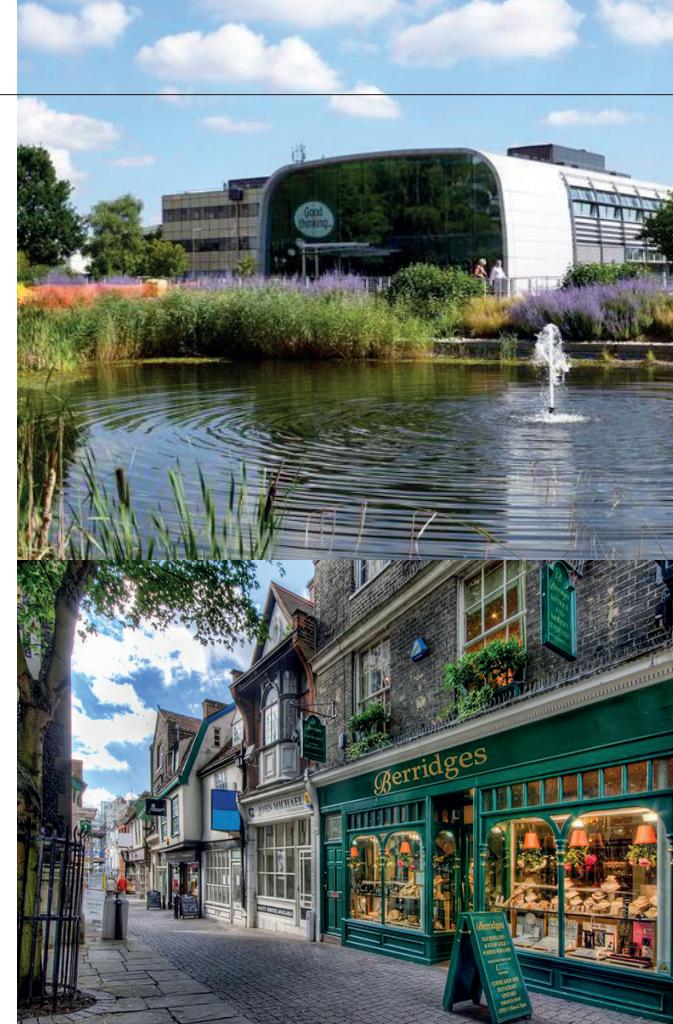


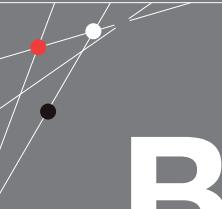
Why Ipswich?

It's our HQ for a start. Our business model is set-up in a way where the majority of the services we offer are centralised in Ipswich, with client facing teams in our other office locations.

But, also because we believe that Ipswich is the perfect location to build a world-class boutique team of developers and software engineers. Here's why:

- **It has a growing reputation as a hub for technology with several established and start-up businesses based in Suffolk including BT and the innovation centre at Adastral Park in Martlesham, just outside Ipswich**
- **Quick and easy access to London for wider industry knowledge and events**
- **TechEast – the collective voice of the digital tech sector in the East of England has an ambition to create over 5,000 jobs, generate £650m of economic growth in the east and be one of the top 5 tech clusters by 2020**
- **It provides the perfect opportunity for work life balance, with easy access to the capital, the countryside or seaside in the evenings or at weekends to replenish those creative juices**





Boutique, but world-class.

World-class
'A person, thing or activity that is among the best in the world'.

Boutique
'A business providing a sophisticated or specialised service'.

In a nutshell the ambition of the Jacob Bailey technical studio is to be at the top of our game and be genuine experts at what we do.

We're not interested in being jack of all trades, we're selective in the services we provide and the tools we work with. We do this because we want to be masters of our trade.



Specialists, not generalists

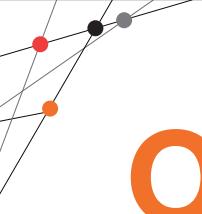
In the Technical Studio, we believe in being experts in what we do. That's why we specialise in a small range of market leading software and tools.

All of the tools and software we use have been carefully selected. We focus on being masters of these tools. This way we can offer the best possible experience to our clients.

Our software stack includes:

CraftCMS	Sketch	HTML Emails
CraftCommerce	Laravel	Bootstrap
Slickplan	Shopify	Git
JavaScript	SASS	React Native
In-Vision	Vue	JQuery
PHPStorm		

We also support WordPress, but don't actively develop in it.



Our propriety software

Jacob Bailey was established in 1998, over the years we've worked across a wide range of industry sectors. However, there are a few industries that we've been particularly successful in, and because of this we've been able to develop software solutions which solve specific niche business issues in these industries. We call this our range of SaaS (Software as a Service) products. Without the restrictions that come with typical client work we like to see these SaaS projects as an opportunity for us to flex our software engineering muscles, try new things and innovate. **Our current product range includes:**



A Development Management System (DMS) for Residential Property Developers which solves the issue of a fragmented online presence, and provides invaluable sales performance insight.



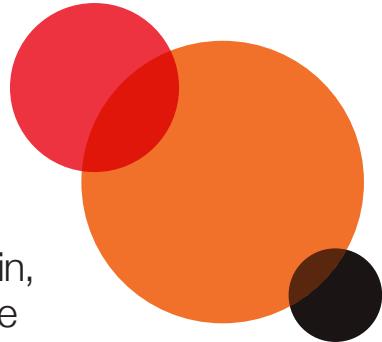
The complete place marketing digital solution, which allows BIDs, DMOs, PMOs or shopping destinations to manage all their place marketing activity from one central platform.

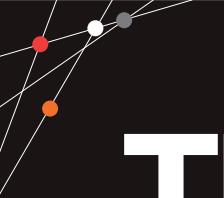


A modular suite of business management, project and communication management tools intelligently engineered to put you in control through insight, ruthless simplicity and connecting people with what matters to them.



A range of internal 'microservice' SaaS tools which solve niche business problems, ready to be developed further and transformed from internal JB tools into rich sources of revenue. Currently includes Airlock (encrypted password management) and Apollo (a hosting and domain management system).





The technical studio set-up

We've thought very carefully about how we set-up our team. We want to create the perfect platform for software engineers to perform at the top of their game. We're continually looking at ways of refining the team so that we can optimise the working environment.

Our developers, software engineers and project managers operate in three niche areas:

New Projects Team

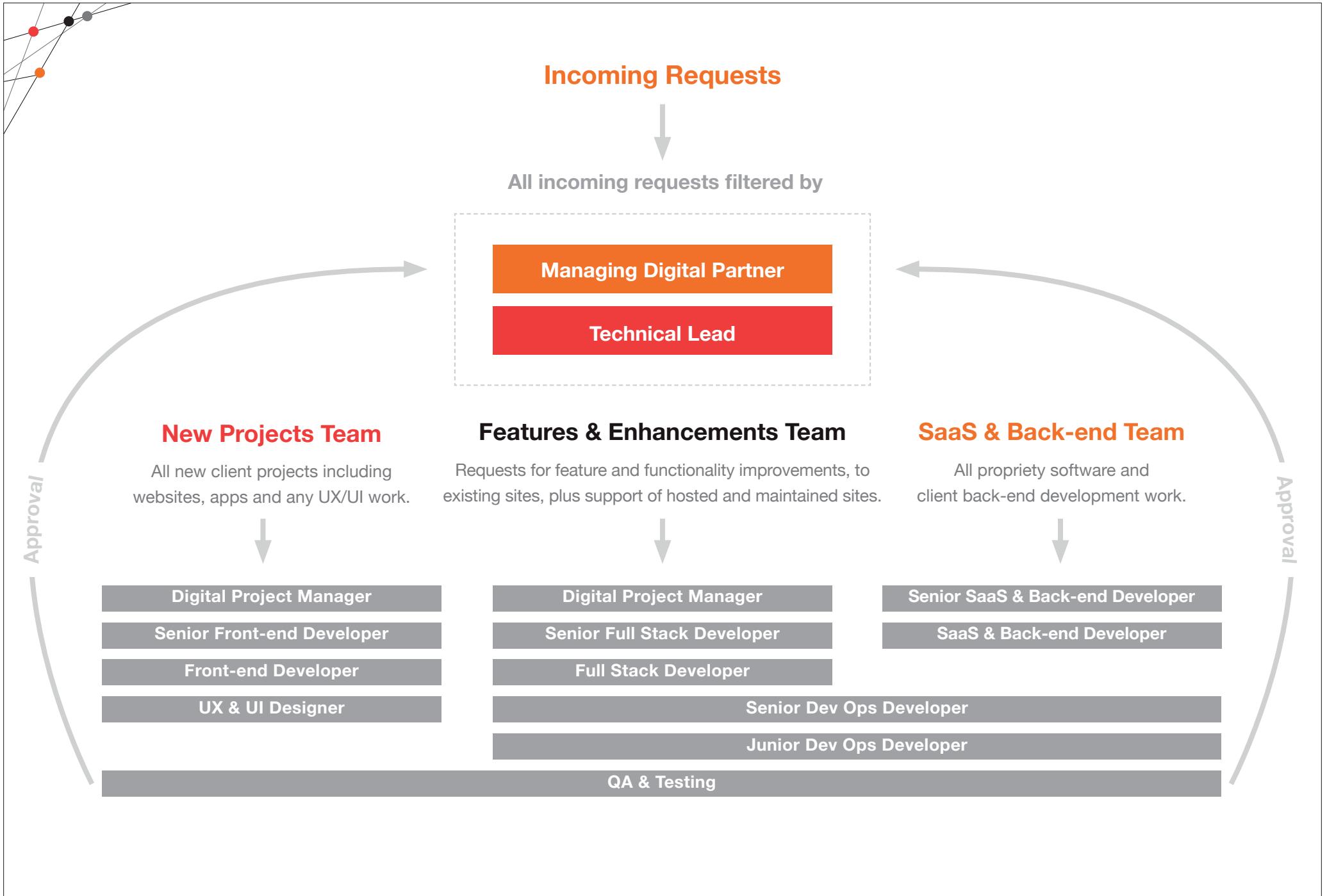
- Digital Project Manager
- Senior Front-end Developer
- Front-end Developer
- UX & UI Designer

Features & Enhancements Team

- Digital Project Manager
- Senior Full Stack Developer
- Full Stack Developer
- Senior Dev Ops Developer
- Junior Dev Ops Developer

SaaS & Back-end Team

- Senior SaaS & Back-end Developer
- SaaS & Back-end Developer
- Senior Dev Ops Developer
- Junior Dev Ops Developer





A great place to work.

So far so good,
but what's it really
like to work at the
Jacob Bailey Group?

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[technical studio]

It's fair to say that culture is important to us, and we hope that the entire Jacob Bailey Group team feel excited and energised when they walk through the office door in the morning ☺

Our Vision determines where we are all going as a group and our Values determine how we all behave along the way.

Our Values

Honest

Brilliant

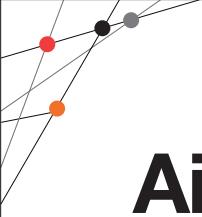
Adventurous

Together

Our Vision

To always be on an adventure, alive, heroic even, our ideas fresh, our people brilliant.

Our partners will know us for our honest and intelligent approach and together... we will create magic.



Aiming for greatness

It's important that our people can be themselves at work, so we're always thinking of ways to enhance and improve our working environment. Take a look at how we did last year...



Every year we run an employee satisfaction survey with the MAA - an independent industry trade body.

This gives us feedback on how we're doing and what we need to improve on. It also allows us to benchmark the Jacob Bailey Group against the rest of the industry.

(As it turns out we're currently above most industry averages.)

We think we're doing pretty well.

Below are a few stats from our most recent survey:

100%

of people
said that other
members
of the team
treated them
with respect

97%

said they felt
they could be
themselves
at work

97%

said they were
trusted to get
on and do a
good job

97%

said they were
encouraged
to voice their
ideas and
opinions

92%

said it was
a fun place
to work

But we think we can do even better.

On the next few pages you'll find just a few
of the things we're currently working on
(so we can achieve 100% in everything!)



Our range of **benefits**

Flexi-working

We understand that people have busy personal lives as well as busy work lives. And we know that personal commitments don't always mix well with office hours. That's why we have a flexible working arrangement to suit today's busy lifestyles.

Pension

Our scheme makes the most of available government pension funding initiatives via the salary sacrifice scheme. In addition, we match fund 2% of your gross salary (rising to 3% in 2019).

Bonuses

Provided we achieve our financial targets for the year, everybody benefits with an annual bonus.

Free Soft Drinks

A small gesture goes a long way. That's why we have coffee (and tea) on tap, and provide a variety of different flavoured soft drinks to keep our developers refreshed and alert.

Rewards

We love it when our team go the extra mile and deliver Brilliant Experiences. When they do, we reward them. Last year we gave away over £300 of ASOS vouchers, a Fjallraven backpack and a FitBit Charge. It's all worthwhile!

Reviews

We care about personal growth and career development, which is why we provide regular and structured feedback and personal development plans.

External training

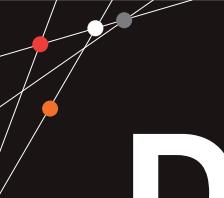
We're on a mission to become a 'qualified agency.' That's why we encourage participation in external training courses and qualifications.

Software Development

We believe that developers want to be creative and innovate. Our proprietary software and SaaS products provide all developers with the opportunity to try new things, come up with innovative ideas and make them into reality.

Latest Tech

We know how much developers love working with the latest tech. We review our software stack regularly.



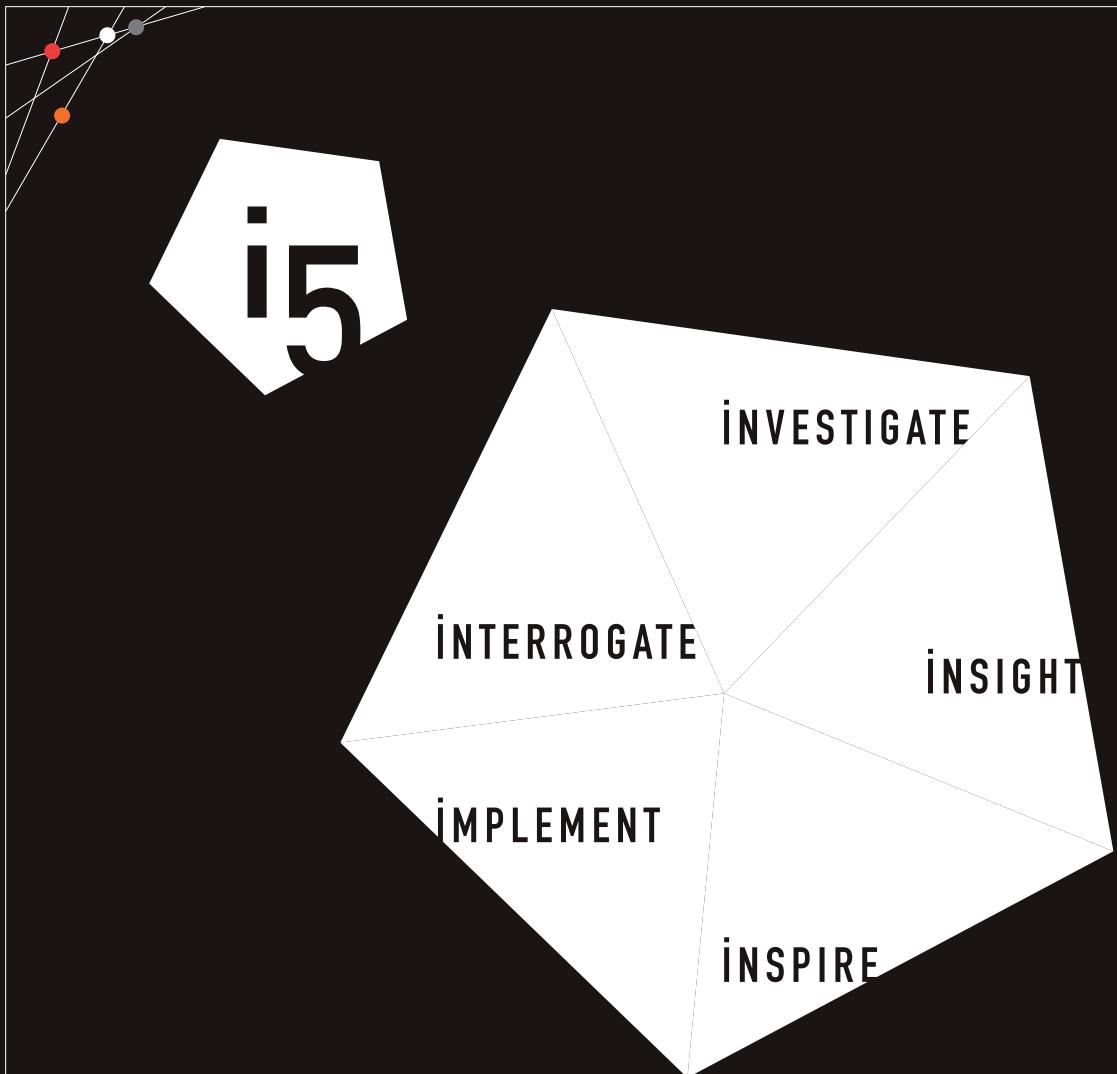
Develop Your Knowledge & Career.

External training

We understand that developers want to stay up to date with the latest industry trends and innovations, and we know that the good ones do this in their own time, because for great developers it's a passion rather than a job. However, we think we owe it to our dedicated team to provide them with learning opportunities. We also know that building knowledge through qualifications helps individuals reach their potential, which in turn provides opportunities for career development. It also builds a culture of expertise throughout the agency.

That's why we offer:

- **Opportunities for tech conference attendance (fully paid for by Jacob Bailey)**
- **Access to Udemy courses**
- **Access to Lynda.com**
- **Opportunities for local tech meet up to encourage knowledge sharing**

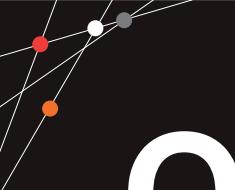


Internal training

In addition to a programme of external training we also have an internal training schedule.

To start with, we make sure that every person in our business understands our internal processes, both project management systems and our very own strategic planning framework called i5 – in fact, the i5 training is run by our Chief Executive Shaun Bailey!

And of course there are our ‘intelligent lunches’ – anything from an industry expert coming into the office to give a short presentation to a chat about a brief over lunch in the local pub. As long as the people involved are gaining more intelligence, and it’s vaguely near lunchtime, we don’t mind what the format is.



Our Culture.

Some companies refer to it as HR.

We prefer people.

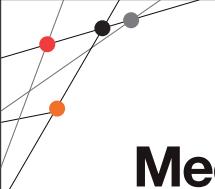
When most people think of HR it normally conjures up images of disruptive members of staff being disciplined by disgruntled managers, people being given written warnings or being asked to pack their belongings and put on garden leave. Most people and organisations view it as a set of hygiene factors. Of course it does include personal development reviews, annual leave, disciplinary meetings and salary reviews.

**But it is really about culture.
Or put another way, ‘the atmosphere’
that exists in an agency.**



**We have
a people
first culture.**
Here's what it
looks like in a
spider diagram.





Meet the team (well some of them at least)...

Here's a few stories from some of our people in their own words.



Will Wright

Position: Managing Partner - Digital
(and shareholder)

Joined the Jacob Bailey Group over 10 years ago as Account Director.

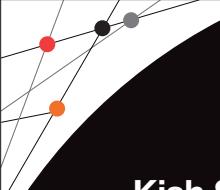
“I initially joined White Space (originally part of the Jacob Bailey Group) as an Account Director with a remit to build up the number of residential property clients we worked with. After a couple of years my role expanded to work across all clients. In July 2015 I took up the role of group Operations Director. Following three years doing that I offered to step in to a short-term role helping the Technical Studio during a transitional period, and I loved it! I've always enjoyed working at Jacob Bailey, but this is by far the most rewarding role in my time here. I'm passionate about what we're trying to achieve, delivering outstanding client projects and developing our range of proprietary software. I relish coming in to the office every day to work with the exceptional talent in our team... **”**



Marc Chapman

Position: Junior Dev Ops Developer & IT Support
Joined the Jacob Bailey Group in June 2017.

“I originally joined Jacob Bailey on a 3-month trial period. I was offered the opportunity to become a permanent member of the JB Team within my first month. Since then I have worked with a variety of people across the agency diagnosing and resolving IT problems and looking at ways that IT can help the team work more effectively. As part of my IT role, I have covered project management for the support of our websites and the client helpdesk, centralised the management of our SLA agreements and assisted in putting together SLA packages to offer to clients. I've been given the responsibility and freedom to help with budgeting for both IT and other internal projects. More recently I've taken on more Dev Ops responsibilities, and it's been great to expand my knowledge. Working at Jacob Bailey has given me responsibility and a wealth of knowledge. I have goals set by senior management and have also been able to create and realise my own goals too. I've become passionate about helping to improve our infrastructure and technical offering. **”**



Kish Singh

Position: Senior Digital Project Manager

Joined the Jacob Bailey Group in March.

“I joined Jacob Bailey in March 2016 as a Digital Project Manager with a remit to manage, schedule and oversee the digital projects coming into the in-house technical team known as ‘The Technical Studio’. Having worked with only the fire services in my previous role, it was a refreshing change to work on a variety of projects in the digital space for some very interesting and high-profile clients. Since being a part of the Technical Studio, I have seen the department grow which has led to me being promoted to Senior Digital Project Manager and has given me the chance to work with some great developers to deliver some incredible projects that we are all really proud of. Whether I am working in isolation or part of a group, the Technical Studio is the perfect environment to be in for anyone who is technically minded and wants to be around like-minded people. **”**



James Pratt

Position: Technical Lead

James joined the team in 2013 as a Senior Front End Developer.

“In 2013, Shaun contacted me via LinkedIn to see if I was interested in joining the company’s new technical team. I came in one evening and met with Shaun and Rob for an informal chat and they gave me an insight into the plans they had in their technical offering. After I decided to join I found out that Shaun had asked our then Office Manager, Hannah, to ‘do anything to make me feel comfortable’, a request which resulted in a very nice cup of tea and a Fox’s chocolate finger if I remember rightly. I joined as the Senior Front End Developer but have recently been given a promotion and am now the Technical Lead. Working at JB, I feel so much more valued as an individual than I have in any previous job and I’m excited at the prospect of being able to influence our technical direction in my new role. As a member of the JB team, your expertise is trusted, your skills rewarded and coming to work in the morning is something that you will really look forward to. **”**



Chloe Thorp

Position: Digital Project Manager

Joined the team in April 2018.



“In January 2018 I decided that Sales was not the career for me and was drawn towards Digital, not really knowing what the future would hold. I was offered a Project Manager position in April 2018 and I can honestly say that Jacob Bailey is the best company I have ever worked for! I absolutely love working with my team and together we have created some pretty amazing projects (and more than a few **Brilliant Experiences** too). The learning and development at JB has been amazing - not something I'd experienced in my previous roles. I am only a few months in and I have already completed my first agile course and on my way to completing another. My time at Jacob Bailey so far has been extremely fun and rewarding and I can't wait to see what I will have achieved this time next year! **”**

Kieran Page

Position: UX & UI Designer

Joined the Jacob Bailey Group in 2013 as an Apprentice Designer.



“I first got in contact with White Space (originally part of the Jacob Bailey Group) in 2011 for work experience, since then I knew where I wanted to work. They've not been able to get rid of me since! I've worked my way up from Apprentice, Junior Designer, Designer, and now been given the opportunity to grow my career in the world of UX/UI. I've always been shown great encouragement in the career path I want to follow, whether it was photography, illustration or UX. JB has added many strings to my bow. I've enjoyed growing my career with the company, and I've received fantastic mentoring from a variety of different people from managing partners to creative directors. I can't wait for the next stage in my career at Jacob Bailey. **”**



Finally... our approach to recruitment & interviews

Securing a position to work alongside some of the **brightest talent** in the business should not be easy. If you're going to work with us, then you're going to have to put some effort in.

► You'll be considered by our team of expert recruiters. They know the blend of personal qualities and industry expertise we're after. If you impress them you're already doing well.

► If you seem like the kind of person that would fit in well with the team, you'll be invited to an informal interview. We'll chat about your personal interests, your career history and generally have a bit of a chin wag. It's a chance for us to find out if we like you, and if you like us. During this interview you'll meet at least one of the five managing partners.

► So, you've done enough to get invited back for a second interview! Well done. You'll be set a development task relevant to the role you're applying for. We do this so we can find out if you're as good as you sounded during that first chat. It will be challenging, but that's fine, because by now we know you're the kind of person who will rise to the challenge. That's why we're still talking to you. At this stage you'll be introduced to at least one other managing partner - so you'll have met at least two out of five – maybe even all five. Who knows?

► **If you've proved that you're good enough to join our elite team you'll be offered a job. By now we'll be excited about you joining the team, and we hope you'll be just as enthusiastic.**