A free-thinking team focused on delivery

Enable

Introduction

At the centre of the Enable philosophy is a belief that the best methodology combined with the most skilled people working in the right environment is essential to developing elite software.

This document describes how we adhere to the Enable philosophy with the recruitment, training and retaining of staff in a vibrant working environment where the what, how and why of what we do is rooted in two concepts: freedom and focus.

Our people are actively encouraged to show creative freedom in their work and suggest improvements and new ways of working, while our collaborative team structure and project processes allow them to focus on solving any given challenge.

Over the past 20 years, Enable has discovered exciting new talent through the strong relationships we have built with the finest universities in the UK while our structured and ongoing training programme ensures our people continue to learn with us and keep up-to-date with the fast-changing world of web and mobile development.

We believe it's this unrivalled investment in our people that has led to a staff turnover rate three times better than the industry average at just 5%!

This central philosophy has led to Enable building software to meet the specific needs of a wide range of prestigious clients, including:

Recruitment

Innovation and creativity is at the heart of our business and these are the same attributes that we look for in our people allied to a strong academic history in relevant STEM subjects. Our employees continue to learn with us as part of an exceptional team, translating their technical skills into highly effective business solutions.

University recruitment

Our regular university recruitment events — we have formed particularly close ties to the University of Warwick and the University of Birmingham — make us aware of the brightest new talent coming through and gives us the opportunity to provide potential recruits with real insight into our company.

Attending an interview at the Enable offices

We know going through a recruitment process can be arduous for applicants so we have endeavoured to make our process as simple and efficient as possible.

Should you successfully complete an initial telephone interview stage, you will be invited to attend a 90-minute face-to-face interview at the Enable offices followed by a tour around our buildings.

We like to find motivated professional applicants with excellent communication skills, an understanding of structured data and processes and a desire to develop their skills further by using technology creatively to solve business problems.

A successful application will demonstrate:

- A high level of computer literacy
- Strong written English skills
- Excellent communication and presentation skills
- Commercial awareness

Career progression

Graduates with little or no professional experience start at Enable in trainee roles where you will undertake intensive training in our processes and technologies before contributing to project work.

Once a trainee has reached the desired level of knowledge and experience we will waste no time in promoting you — typically after just one year!

Engineering

Engineering Manager

As an engineering manager, you can expect to have direct and recurring input into the technical roadmap of the company. You will be liaising regularly with the operations director and other engineering managers to identify short- and long-term goals and will be responsible for identifying and planning the adoption of new technologies as well as regularly reviewing current practices.

You must be regularly reading around and outside of the subject in order to contribute new ideas for said technologies and practices.

Your positive interpersonal skills will come into use as you manage the team around you and possibly meet with clients to discuss the work or company with them. You should also be aware of the strengths and weaknesses, likes and dislikes of the team and its individual members to find the best candidate for any job and to know when and how to lift motivation levels.

An engineering manager will require impeccable time and resource management skills as — in addition to managing your own and your project team's workload, you will also be expected to provide assistance and guidance to other engineers, teams or other areas of the business at short notice and adapt your workload accordingly.

Having progressed from a lead engineer, an engineering manager must be more proactive at anticipating problems before they arise and be able to head them off with solutions.

Engineering managers will assist with the following HR activities:

- Planning training for the team
- Recruitment
- Inductions
- Appraisals and performance reviews

| ENGINEERING MANAGER |
| LEAD ENGINEER |
| SENIOR ENGINEER |
| EXPERIENCED ENGINEER |
| JUNIOR ENGINEER |
| TRAINEE ENGINEER |
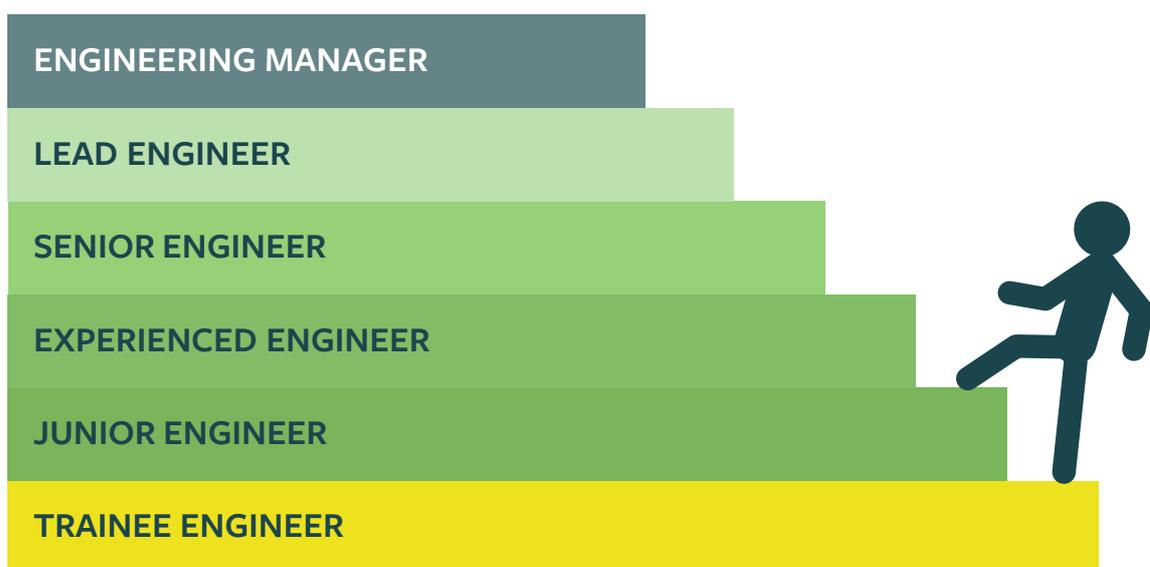
Lead Engineer

A lead engineer will be required to lead phases of work or entire small projects. You must demonstrate all of the traits of the senior developer but also have knowledge of solution creation and an awareness of automation topics.

You will be responsible for estimating projects of all sizes and will be required to shoulder some of the QA responsibility for the projects you lead.

You can also expect to be spending some time raising and responding to client clarifications. Strong communication skills will be required for this.

You will attend regular lead engineering group discussions, successfully own and manage an operational responsibility, and drive skills development within the development team.

Lead engineers must also demonstrate very strong time management skills, which is essential as you will be given the freedom and responsibility of organising your own work, all of the work of your team and also the additional administrative tasks that come with leading a project. These tasks will include but not be limited to:

- Project planning meetings
- Code reviews
- Design planning sessions
- Release activity
- Providing release/deployment notes

Senior Engineer

A senior engineer will be able to immediately put their skills into action by assisting the engineering manager and lead engineer in architectural and design decisions. You can also look forward to being given time to carry out research tasks and contribute to open source projects.

While working on a project you will be looked upon to deliver more of the complex features of a system than junior counterparts, while still meeting or bettering the normal estimates for said features. Additionally, you will handle "g0-live" project deployments.

You will also be expected to take more ownership of your work, know the work that you have done inside and out and become one of the "go-to" people for questions on it.

Senior engineers are expected to mentor other members of the team and carry out estimates on larger phases of work and even small projects.

Experienced Engineer

As an experienced engineer, you will be contributing more to project work, handling

deployment related activity and will see a greater share of user acceptance testing (UAT) and helpdesk support.

You will be able to give greater creative input to the development process and Enable's targeted training while being expected to estimate for larger phases of work.

At this level, you will also be regularly reading around your subject and training in your own time.

Junior Engineer

Junior engineers will start by being allocated development time on projects, initially in the form of new development and then eventually user acceptance testing (UAT) and support.

You can expect to be mentored and guided by senior members of the team for small development activities on a project, and provide estimates for smaller phases of work from time to time.

Training will be more focussed on precise topics than for a trainee developer. You will also see more project related training where specific objectives will be met. This can assist with the ongoing development, UAT and support of other projects.

Trainee Engineer

As a trainee, you will be scheduled self-paced learning time to cover our methodology and the broad range of technologies that we support at Enable. It will be your responsibility to learn quickly so that you are ready to assist with our team-based projects.

In addition to the freedom of learning independently, you will be given scheduled one-to-one sessions with a senior member of the team to cover any questions that you may have along the way.

Product Management

Head of Product Management

The Head of Product Management will oversee Product Management at Enable, ensuring customer value is being realised through targeted product enhancements which are timely and documented clearly and sufficiently.

You will regularly catch-up with Product Manager Team Leads and Lead Product Managers to support them with all strategic initiatives and customer engagements. You will proactively monitor that product enhancements are progressing at pace, juggle changing priorities and liaise extensively with Product Strategy.

As Head of Product Management, you will identify short and long-term goals for the team as well as regularly review current practices. You will also own the annual Product Management roadmap and ensure objectives described in the roadmap are met.

The Head of Product Management leads and develops the team to ensures it achieves the highest possible standard of excellence in all its activities. You will manage a team of Product Manager Team Leads and build advanced people management skills within this team. The Head of Product Management will assist the Product Manager Team Leads with the following HR activities:

skill. In addition to managing your own and your team's workload, you will also be expected to monitor product enhancement progress. You will be able to work closely with the Lead Product Managers to progress projects at pace and continuously manage the team's dynamic workload.

You will report the the Head of Product Management, who you will be liaising with regularly to handle the shifting priorities of the business. In addition, you will contribute to business improvement initiatives and members of your team to realise the team's short- and long-term goals.

Having progressed from a Lead Product Manager you will continue to lead strategic initiatives and make decisions on product enhancements.

Lead Product Manager

A Lead Product Manager will lead several strategic initiatives and will be expected to make product enhancement decisions independently. They will interface with Team Leads and the Head of Product Management frequently and will engage proactively with the Product Strategy team.

Lead Product Managers will assign work directly to junior team members and will need to understand team members strengths and weaknesses well. You will be required to ensure that product analysis and documentation is produced efficiently to meet internal deadlines. You will continue to lead on client engagements and test product enhancements with customers in clear and creative ways.

- Regular 1:1s and team meetings
- Planning training for the team
- Recruitment
- New starter inductions
- Annual appraisals

The Head of Product Management will report to the COO. You will also regularly liaise with other teams of the business to ensure that the team's activity is tightly aligned with company vision & strategy and the team is constantly improving its offering. by Product Managers and other Enable teams.

Product Manager Team Lead

Your positive interpersonal skills will come into use as you manage the team around you. You should be aware of their strengths and weaknesses, likes and dislikes to find the best candidates for any job and to know when and how to lift motivation levels. You will hold regular 1:1s, annual appraisals and skill reviews. From time to time, you will be required to assist with recruitment and new starter induction. A Product Manager Team Lead will require impeccable time and resource management

Lead Product Managers must also demonstrate very strong time management skills, which is essential as you will be given the freedom and responsibility of organising your own work, all of the work of your team and also the additional administrative tasks that come with leading strategic initiatives.

Senior Product Manager

A Senior Product Manager will lead the product analysis on smaller topics and will be required to make decisions on product enhancements alongside Lead Product Managers You will be expected to handle more complex product enhancements and will be required to produce clear documentation in a timely fashion. Senior Product Managers will be expected to proactively arrange customer engagements and identify high-impact product enhancements based on customer insights and independent research.

Senior Product Managers will frequently assist junior members of the team in their tasks and will be required to know the Product Management process inside out. They will be expected to continually suggest improvements to the team's processes.

At this level, you will regularly create and improve training materials for the Enable team. Senior Product Managers will have detailed product knowledge on a large majority of the product landscape and will answer detailed questions posed by Product Managers and other Enable teams.

Product Manager

As a Product Manager, you will be contributing more to strategic initiatives and leading more

solo product analysis. You will be expected to lead customer engagements and produce detailed and clear product enhancement documentation.

At this level you will be expected to lead on some strategic initiatives and make decisions on product enhancements. You will be expected to have a large amount of product knowledge to answer questions from different teams within Enable and contribute to internal product training.

You will be able to give greater creative input to the Product Management process and Enable's targeted training while being expected to identify training topics you wish to pursue.

Junior Product Manager

Junior Product Managers will actively contribute to strategic initiatives and will undertake solo and collaborative product analysis. Junior Product Managers will begin to write product documentation which will be reviewed in more depth by other members of the Product Management team.

You can expect to be involved with customer engagements with support from a more experienced member of the team.

You will be mentored and guided by more senior members of the team, whilst also being asked to mentor Associates. Your training will be more focused on precise topics than an Associate Product Manager.

Associate Product Manager

As an Associate Product Manager, you will be

scheduled a combination of self-paced learning time and specific learning tasks to cover both our products and methodology. It will be your responsibility to learn quickly so that you are ready to assist with our strategic initiatives and team responsibilities.

In addition to the freedom of learning independently you will be given scheduled one-to-one sessions with a more senior member of the team to cover any questions that you may have along the way.

Customer Success

Head of Customer Success

You will monitor the health and quality of our support service across all of our customers. Working with various teams at Enable, you will ensure that escalated issues are resolved in a timely manner.

As Head of Customer Success, you will regularly catch-up with Customer Success Managers to support them with all ongoing customer projects. You will proactively monitor that projects are progressing at pace; juggle changing priorities and pave the way for effective onboarding.

As Head of Customer Success, you will identify short- and long-term goals for the Customer Success team as well as regularly review current practices. You will also own the quarterly Customer Success objectives.

The Head of Customer Success leads and develops the Customer Success team to ensure it achieves the highest possible standard of excellence in all its activities. You will manage a

team of Customer Success Managers and build advanced people management skills within this team. The Head of Customer Success will assist the Customer Success Managers with the following HR activities:

- Regular 1:1s and team meetings
- Planning training for the team
- Recruitment
- New starter inductions
- Annual appraisals

The Head of Customer Success will report to the COO. You will also regularly liaise with other teams of the business to ensure that the Customer Success team's activity is tightly aligned with company vision & strategy and the team is constantly improving its offering.

Customer success manager

As a Customer Success Manager at Enable, you will ensure our customers achieve their goals within our platform. The first step to help them meet their goals is to get them onboarded as fast as possible.

In addition, you are expected to have a high level

HEAD OF CUSTOMER SUCCESS

CUSTOMER SUCCESS MANAGER

IMPLEMENTATION LEAD

SENIOR IMPLEMENTATION ANALYST

IMPLEMENTATION ANALYST

JUNIOR IMPLEMENTATION ANALYST

TRAINEE IMPLEMENTATION ANALYST

of knowledge of the Enable product and understand from a customer's perspective how each feature can be used to address real business problems. And finally, you will build and foster trusted relationships with key stakeholders, advocating both Enable and the customer.

You have a team of Implementation Analysts who will help you achieve this. Using your outstanding interpersonal skills, you should effectively communicate and motivate those in your team whilst also being aware of their strengths and weaknesses, likes and dislikes to find the most suitable candidate for any task. You will hold regular 1:1s, annual appraisals and skill reviews. From time to time, you will be required to assist with recruitment and new starter induction.

You will report into the Head of Customer Success, who you will be liaising with regularly to handle the constantly changing demands of our customers. In addition, you will contribute to business improvement initiatives and responsibilities held by members of your team to realize the team's short and long-term goals.

You'll be instrumental in refining Customer Success processes to build and mould the future of our Customer Success team.

Implementation Lead

In addition to the responsibilities of the Senior Implementation Analyst role, you will take the lead on projects. Spearheading a team, you will have one or more implementation analysts working with you. It will be your job to design suitable projects that will succeed in uncovering the customer's requirements, design & deliver solutions within the software and guide the customer through their testing of these solutions.

Implementation Leads must also demonstrate very strong time and project management skills, as you will work closely with the customer's project manager to ensure the project is progressing at pace. You will ensure the project is accurately tracked and key information is shared effectively with internal stakeholders. You will endeavour to understand key issues, risks and subtleties of the project.

Senior Implementation Analyst

As a Senior Implementation Analyst, you will be able to analyse complicated business requirements on onboarding projects. You will assist the Implementation Lead in design decisions and present in customer workshops.

As a member of the Customer Success team, you will be assigned regular times to monitor and triage our support service. Support tasks will be assigned to you and you are expected to solve complex support tickets (Helpdesk, UAT and help content).

At this level, you will regularly create and improve training material for the customer and the team. You will also be expected to take ownership of certain product areas and become one of the "go-to" people for questions on it.

Implementation Analyst

As an Implementation Analyst, you will actively contribute to projects in both meetings and through task assignments.

You will also be involved in a greater share of our support offering. Helpdesk, UAT and help content tickets will be assigned for you to progress. In addition, you are regularly scheduled time to monitor and triage our support service.

At this level, you will improve your product knowledge independently. You will enjoy deepening your knowledge of our products, using internal documentation and by testing versions of the software.

Junior Implementation Analyst

Junior Implementation Analysts will start being allocated tasks on onboarding projects. In addition, you will be assigned less complex support tasks for Helpdesk, UAT (User Acceptance Testing) and help content. You will be able to contribute towards monitoring and triaging support requests as they are logged by our customers with the assistance of a more experienced member of the team.

You can expect to be mentored and guided by more senior members of the team, whilst also being asked to mentor trainees. Your training will be more focussed on precise topics than a Trainee Implementation Analyst.

Trainee Implementation Analyst

As a Trainee Implementation Analyst, you will be scheduled self-paced learning time to cover both our products and methodology. It will be your responsibility to learn quickly so that you are ready to assist with our team-based projects and responsibilities.

In addition to the freedom of learning independently, you will be given scheduled one-to-one sessions with a more senior member of the team to cover any questions that you may have along the way.

Sales

Head of Solutions Consulting

As Head of Solutions Consulting, you will work closely with the sales team and be the go-to product expert of the Enable product, providing advice, technical knowledge and training them

on any new product enhancements. Delivering technical information to non-technical members in a way that is easy for them to understand.

A personable, punctual and organised individual who builds excellent interpersonal relationships and rapport with clients and colleagues, whilst always maintaining a professional attitude. Being commercially aware, you should be fully engaged to help close sales opportunities.

You will also manage the Solutions Consultant team and define strategy and best practice for the function. Conducting 1-2-1 sessions with the team to work on improvement areas and their tasks.

Solutions Consultant

Solutions consultants are responsible for training and supporting the sales team during

the sales process including technical support. This includes answering any technical questions, writing RFPs, engaging in analysis and setting up configured demos, always ensuring that data in demo instances is clean. You will be also be expected to run training sessions with Account Executives to help improve their product knowledge.

Demonstrating your product and technical knowledge, you will join regular meetings with a member of the sales team and help prospects see how we would solve problems. Plus, you will be a source of information for any marketing collateral and sales materials that can be used by the sales team during the sales process.
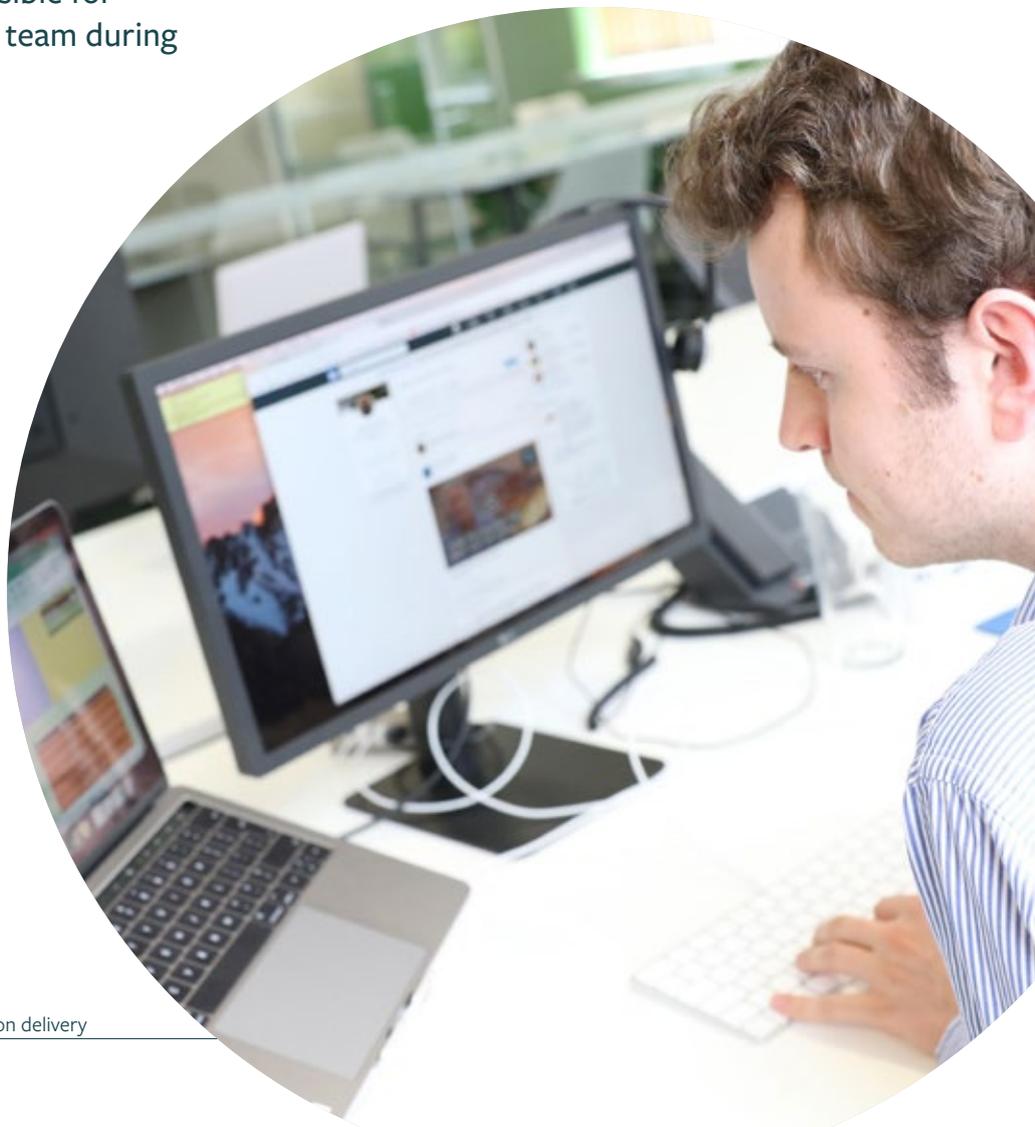
Strategic Account Executive

Strategic Account Executives will handle our largest quotas and work at a less tactical level to win our highest value customers. You will represent the most experienced Account Executives within the company and similarly to Senior Account Executives you will demonstrate understanding and willingness to engage across the full sales life cycle.

Working alongside our customer success team you will ensure that customer onboarding goes smoothly and develop post-sale account plans, identifying expansion and referral opportunities with our current customers.

Head of Business Development

The Head of Business Development is responsible for the management and organisation of the Business Development function. To work cross departmentally with marketing, sales & sales operations to make sure the business development team is producing high quality opportunities for the business. You will directly manage the team leaders of each BDR sub team and be responsible for creating and growing young sales talent.

Sales Operation Administrator

As Sales Operation Administrator you will oversee all the internal sales systems and all of our sales data. You will be the point of contact for the onboarding of Account Executives & BDR's, ensuring they all have access to the correct accounts. Using your expert knowledge of the systems you will conduct regular training sessions and write best practices on the different systems for the sales team. This will ensure correct use of the systems by the team

STRATEGIC AE

SENIOR AE

BDR TEAM LEAD OR ACCOUNT EXECUTIVE

SENIOR BDR

BDR

at all times and maximize efficiency in the sales function.

BDR Team Lead

A BDR Team Lead is responsible for or hiring, onboarding, ongoing training and ensuring the BDR team is successful. By leading the BDR team you will ensure targets are met, and that opportunities developed by the BDR team are of a high quality and correctly qualified. You must be able to drive the BDR team's product & market knowledge forward so they can help to achieve strategic objectives of the business.

As well as being a confident leader you will fulfil the role of a BDR as the business requires, using your proven track record of meeting and exceeding sales quotas. You will continue to demonstrate the functionality and benefits of Enable by seeking out and engage "good fit" companies through strategic prospecting and qualifying leads.

You will report the Head of Business Development and lease with marketing to maximize the creation of highly qualified sales opportunities.

Senior BDR

Although Senior Business Development Representatives have the same responsibilities as BDRs, you will be a team player and a source of information for the wider BDR team whenever they need it. Being experts in the deal economy and having a track record of successful sales, you can share prospecting techniques that work to help BDR's connect with the right prospects.

You will also drive growth by brainstorming and

executing new strategies to attract our target market and keep up to date on trends and news from the industry, our competitors, and our target market.

BDR

A Business Development Representative is responsible for both managing our existing pipeline and generating new business opportunities, by qualifying leads and prospecting through existing business accounts to engage with prospective buyers.

You will use your excellent communication skills to initiate the first outreach with potential customers with the goal to help book meetings. Understanding our buyer personas and the needs and pains points. This role involves forming strong relationships with prospects, from first contact until you lease with account executives to close the deal.

Marketing

The Marketing function is a fairly new department at Enable with the aim to grow and expand over the next few years, meaning there will be more roles than what is listed below and lots of room for career progression.

Content Marketing Manager

The Content Marketing Manager will report into Head of Demand Generation and coordinate and deliver the content marketing strategy across a range of digital channels including social, email and the blog. This will also involve developing and enhancing our content offering across the Enable website, making sure it is SEO optimized, relevant, timely and engaging.

Marketing Executive

As a Marketing Executive, you will be responsible for supporting on the development of all marketing activity including social, emails, blogs, case studies, guides, webinars and events. You will also have a strong understanding of all current marketing practices, including digital and non-digital marketing concepts, strategies and best practice.

An essential part of your role will be to help develop messaging that differentiates Enable from others in the market and you will also work with other internal departments to ensure they have the appropriate assets to portray the Enable message effectively.

Graphic Designer

Being a Graphic Designer at Enable you will champion our style guidelines while also finding the limits to push and evolve the Enable brand. Working from a brief you will deliver conceptual and creative design ideas for PDFs, the blog, landing pages, emails, advertisements, emails, and other Marketing assets.

With great attention to detail, you will manage and maintain repository of creative assets and generate graphics which are cohesive across all channels to strengthen our brands identity.

Induction

While Enable always seeks to challenge new recruits, there are lots of opportunities for other team members to step in whenever needed.

Induction Day

Induction training is provided during the first few weeks of your employment. On the first day, you will be given training on the following procedures, which are applicable to all employees:

- Quality management policy and objectives
- Internet security policy and objectives
- Our business management system and how we handle quality and security non-conformance
- Proper operation of equipment;
- The employee handbook, outlining the team and conditions of employment.

If you are starting a developer role you will be provided with Enable's developer quick start guide, which provides essential information on the concepts that you will be getting to grips with in the coming months. This consists of:

- Important software tools used at Enable
- Dashboard, our task scheduling software
- The software lifecycle of projects undertaken
- Team project guidance, which outlines the approach to team meetings, member

responsibilities and individual reviews
- Our internal tools for user acceptance testing, HR information, quality management policies and procedures.

You are required to sign-off on the given training, confirming that you have understood your new role and its responsibilities.

Induction training and mentoring

The requirements for training in Enable's procedures and systems are identified by your manager upon appointment. Prior education and experience is taken into account when scheduling the training required to bring you up to standard with the rest of the team as quickly and efficiently as possible.

Early Appraisals

In addition to the standard yearly appraisal, new employees will receive additional appraisals at a period of one, three and six months after starting at the company. These are used to maintain an open and positive dialogue between the inductee and senior managers as to how training is progressing, determine whether targets are being met, and address any other issues that you may be keen to raise. All reviews are recorded and filed for later reference if needed.

Project Contributions

Enable seeks to get new employees involved with the project process as early as possible, in order to allow them to familiarise themselves with our procedures. Project teams are chosen, and the work divided so that you have the opportunity to gain experience in a new area, but with a level of responsibility suitable to your prior experience — enabling you to grow your skills at the right pace.

Investing in skills development

Our investment in our people continues throughout their time with us and an emphasis is placed on training and skills development for all members of staff.

We understand that in order to continually develop our staff and maintain the high standards expected of them, allocated training time must be given to even our most experienced staff, who may need to train with new technologies or refresh existing knowledge.
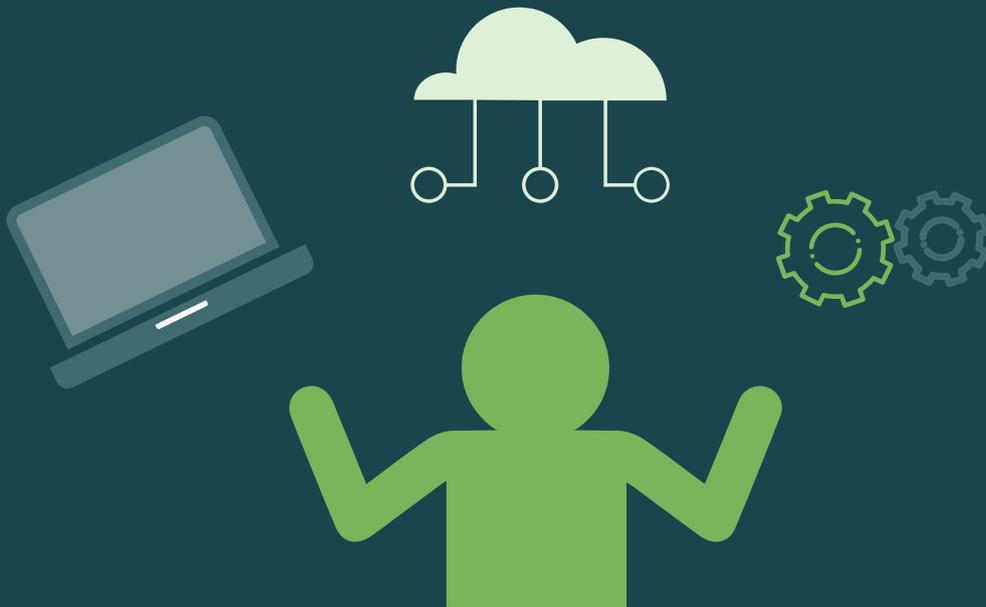
Training & Skills

There are a number of benefits to continuous training and regular skill reviews, such as:

- Keeping in touch with all the latest technology developments
- Staying ahead of competitors
- Maintaining knowledge and skill
- Advancing employee skills
- Providing internal promotion opportunities
- Increasing job satisfaction levels

Each member of staff has their own skill matrix, an in-depth list of skills relevant to their job role. As you become more experienced and develop new skills, either through training sessions or your role, you will update your skill matrix to reflect this progression. This allows training to be appropriately allocated based upon any gaps which may exist within the skills matrix. You are also encouraged to request training on topics which you are interested in as your freedom to learn is always central to how our brand behaves across all elements of the business.

Promotion

As part of Enable's commitment to investing in and rewarding our people, we consistently seek to promote from within and members of the team are regularly promoted to senior roles. This creates a lot of opportunity within our teams while helping to keep the staff turnover rate as low as possible and maintaining the strong bond between our people.

As a you progress through the different job levels, your responsibilities will continue to grow. You can expect to be promoted from one tier to

the next once you are fulfilling the assessment criteria. With a growing team, the demand is rising for free-thinking people within tiers of increased responsibility.

Annual Appraisals

Employee performance is monitored and reviewed on an annual basis through an appraisal with senior managers. This is an opportunity for open and positive discussions on past and future progression, achievements and performance as well as being a time to assess future targets for the following year that will help you to continue to grow with us.

There are many important benefits for this, including:

- Identifying valuable performers
- Setting new goals
- Maintaining consistency
- Communicating strategic vision
- Strengthening bonds
- Resolving grievances
- Overseeing current projects
- Assessing the training needs of your team

Microsoft Partner Competency

Enable are proud to have attained Microsoft's Silver Application Development competency during 2013, retaining that status ever since.

We have been a Microsoft Partner for many years and are exclusively focused on developing business application software with the goal of producing the best cloud-delivered business applications using Microsoft technology.

In order to earn the competency, many of our engineers had to first become Microsoft Certified Professionals, which required them to study Microsoft technologies over a number of
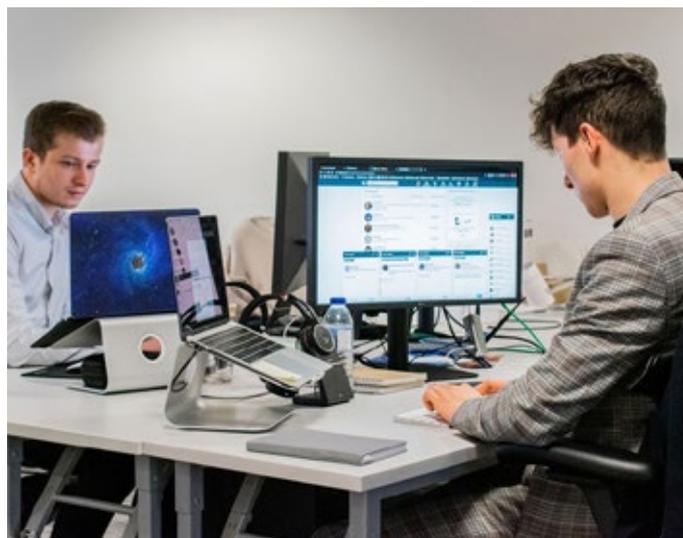
months and to sit exams. In addition, we had to work with a series of customers to create references and case studies, which were then verified by Microsoft.

In-house Workforce

We believe our people are the very best and we put our full faith in them to deliver all our clients' needs in-house instead of outsourcing work to cheap or unreliable offshore third-parties. Although many software development companies have been using offshoring for a number of years now, there are still numerous disadvantages to it that we actively avoid including:

- Different time zones
- Software quality
- Cultural and social differences
- Language barriers
- Security and confidentiality
- A negative impact on the British economy

With all these factors taken into careful consideration, Enable prefers to use systematic and efficient techniques to achieve our final result. This significantly benefits the overall development process and also the ongoing working experience for both our clients and employees.

Staff Motivation

For any business to be successful, it needs to cultivate and retain loyal and motivated staff. This is particularly important to Enable as software development is highly skilled and exhausted or demotivated minds are less productive and more likely to make mistakes. We benefit significantly by providing a fun and positive work environment that is conducive to maintaining focus, morale and quality of work.

Our Office Environment

Enable has a spacious and modern office environment that is maintained to the highest standard with a clean desk policy that requires all staff do their best to maintain a clutter-free environment.

Staff are provided with high specification computers with dual monitors while engineers and analysts are located in their own office space — allowing them to work in an ideal environment to maintain focus and quality of work.

Our offices are also fully air conditioned and you will be provided with Herman Miller Aeron chairs — based on the latest research around the science of sitting — to ensure total comfort for long periods of time.

There are also dedicated meeting rooms that can be booked when required and a large "chill out" area where you can relax during lunch or hold ad-hoc meetings throughout the day should you desire.

Food and Refreshments

We provide a well-equipped, well-stocked kitchen with a large variety of free food and drink to suit all tastes and dietary requirements. The main benefit of this is to make you feel relaxed, comfortable and "at home" during lunch and break times and to encourage socialisation and discussion among our team. You might not even want to leave at the end of the day!

Variety of Work

At Enable, you can expect to be assigned a large variety of tasks to fully engage your potential. For example, as an engineer some of your tasks may include:

- Project work
- Support work
- Training
- Research
- Open Source software contributions

Typically, an engineer will undertake four days a week on project work, with the remaining day consisting of other tasks. The projects that a engineer is assigned to are continuously varied, which allows you to gain as much client knowledge as possible within a short space of time.

Enable Social Group

Enable operates a social events group that is currently run by five members of staff. The goal of this group is to organise various social and charitable events for staff members, including large annual events such as the Christmas party, as well as more frequent events such as quiz nights, meals out, board games and sporting events such as five-a-side football.

As well as being great fun, these events play an important role in team building as staff numbers increase.

Open Source Projects

At Enable, we benefit from, and contribute to, a number of open source projects. We believe it's important to give back to the open source community where we can, which we do by contributing to the projects that we use daily.

By raising bug reports, fixes and new features, we help make those projects even better. We also publish lots of our own code as open source libraries on GitHub.

Equipment

We invest in brand new Dell or Apple MacBooks laptops for staff joining the team, configured with the maximum available specification. Generally our engineers and IT team run Windows and the rest of the team runs MacOS. We have standardised on high quality 4K displays — most of the team like to have two of them on their desk. We are happy to buy whatever input devices each team member wants — many of our engineers are fond of mechanical keyboards such as the Das Keyboard.

Research

To stay ahead of the competition and up to date with the latest cutting-edge technologies, time is allocated for staff to research new technologies that may benefit our business. This allows you to use the research skills learnt from academia and gives you the freedom to research any technologies you see as potentially beneficial in the necessary amount of time.

Focus on Quality

We are a service business and our people are that service. We work exceptionally hard every day to retain the top talent that we have and nurture their knowledge and passion for their work.

We also invest a huge amount of energy into recruiting the right people, giving them and our clients the freedom to focus on what matters most: profitable growth, business transformation and achieving the client's vision.

HELLO!

Find us online enable.com | hello@enable.com

UK Office
+44 203 998 7470
10-12 The Courtyard
Stratford-Upon-Avon
CV37 9NP, UK

USA Office
+44 203 998 7470
535 Mission Street,
14th Floor, San Francisco
CA 94105, USA

enable