

Discover life with Team Tecman

*Why choose anything less than
a Great Place to Work®?*

Best
Workplaces™

in Tech

Great
Place
To
Work®

UK
2024

tecman 



technology 
management

Come and join Team Tecman

So, you're looking for the next move in your career and thinking about working for Tecman? Well, it might just be the best thing you ever do.

We're always on the lookout for new talent. With both customer-facing and internal roles available we've got a whole business load of positions that keep Tecman running. So whether you're a developer or marketer, project manager or consultant, admin, support, customer engagement or something completely different, we aren't all tech. So if you want to join the team, get in touch!

It's our people that allow us to provide the very best for our customers. Our team makes that happen.

We're one team, working together to help our customers succeed. So if you're searching for a career where you'll feel like you're making a real difference, at a company that's truly Great Place to Work certified and where you're valued and appreciated... You've found it!



Tecman Values

We're big believers in creating a positive working environment and building a work culture that keeps #TeamTecman going strong. But culture isn't something that's just scribbled down and job done! It evolves from our day-to-day actions, how we communicate, how we treat each other. It's a balance with your personal life too.



Dream Big



Own Your Work



Innovate & Explore



Unite As A Team



Grow Your Knowledge



Feel Appreciated



Be Inclusive

They're why we've been recognised as a Great Place to Work® in 2017, 2019, 2021, 2022, 2023 and 2024. Plus, in 2022 and 2023 we were also recognised as one of the UK's Best Workplaces for Wellbeing and one of the UK's Best Workplaces for Women.

It's something we're really proud of!



Perks of the job

People are at the heart of what we do, so we want to make sure everyone at #TeamTecman feels appreciated, with perks that look after them in the office and at home. If you work for us, here's an idea of what you can expect!



Health Care

Private health insurance for you and your family

Comprehensive medical cover for a range of health care services to keep you, and optionally your family, in tip-top shape with AXA health insurance.

Private cancer treatment

To help you get the care you need quickly, if you need it.

24/7 GP appointment with Doctor at Hand

Need to speak to a GP quickly? Get appointments quickly, any hour of the day, any day of the week, all from the comfort of your home.

Fast track specialist appointments

Speed the referral process along. Once you've got your referral, your health care cover will make sure you get an appointment booked as soon as possible for a time that suits you.

Mental Well-being

Company mental health first aiders

We never want our team to feel like they're struggling with no one to turn to. That's why we have mental health first aiders available during work hours to provide urgent support when needed.

Employee assistance programme

Get help and support on a wide variety of issues from relationship issues, childcare support, and family and legal issues to financial well-being and mental health. Work towards realistic and achievable solutions with the experienced team at Health Assured completely free for you and your partner.

- **Free counselling sessions**

If you need support, Health Assured offers free counselling sessions face-to-face or over the phone at a time that suits you. All of which are completely confidential.

- **Mindfulness and resilience**

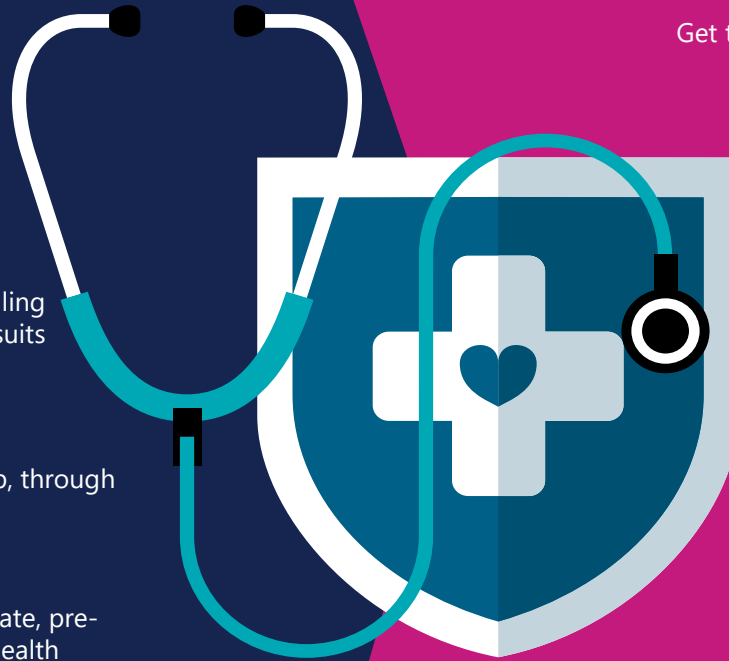
Improve your mindfulness, mental well-being and sleep, through a variety of resources provided by Health Assured.

- **Legal and financial advice and information**

Whether you need information on tenancy rights, probate, pre-nuptial agreements, power of attorney or retirement, Health Assured's experts provide all the information you need when it comes to your financial well-being or legal questions.

- **Employment law information and advice**

If you want more information on equality, equal pay, or retirement, or if you or your partner need information regarding redundancy or LGBT discrimination in the workplace Health Assured has experts on hand as well as a wide variety of useful resources.



Physical Well-being

Discounted Nuffield Gym Membership & discounted Hussle pass

Stay fit without your bank account taking a hit with a discounted Nuffield Gym membership, or Hussle pass.

Discounted health assessments

Get the full picture of your health along with guidance on how you can improve it.

Ask a medical expert

Got a niggling question? Ask one of AXA's experienced and friendly team of nurses, midwives, counsellors, and pharmacists about any health topic and get the answer to your question.

Free flu vaccine

Yearly flu vaccinations available for all to keep you protected.

Free pneumonia vaccine

Worth £70 and helps protect you from over 20 strains of pneumonia.

Free eye tests

Claim back the cost of your eye test helping you keep your eyes healthy while working with us.

Work-Life Balance

Hybrid working

Available to everyone once you're qualified and settled in.

Home office kit

To help get you set up working from home we'll provide you with a high-resolution screen, mouse, and keyboard to use with your laptop so you're as comfortable and productive working at home as you are in the office.

Flexible working

Get your work-life balance right and agree the hours that suit you to work, provided it has no impact on our customers and teammates.

Shared parental leave

If you decide to start a family, we're here to support you. No one should have to choose between work and their family, so we offer shared parental leave so both parents can share those precious moments.

Holidays

With a generous holiday allowance (based on service length) plus bank holidays, you can plan those epic trips you dreamt of or take the odd day when it suits you. Still not enough? Just request additional unpaid days but defer the cost over future periods. On top of that, every 6 months with no sick day, you get an extra day's holiday!



£ Financial Well-Being

Company pension scheme

Shortly after joining we'll get you set up on our company pension scheme with Aviva and we'll contribute an extra 3% on top of what you put in to help you prepare for your future.

Life assurance

Should the worst happen, we'll pay out 4 times your salary should you pass away during your time working for us, to help keep your family taken care of.

Financial education

Get on top of your finances with Health Assured's money management resources, budget planners and various finance calculators.

Office Life

Great office environment in a converted church

Our HQ is an old church in Wolverhampton. It's light and spacious with plenty of character!

Free parking

Whenever you're in the office you can park in our on-site, secure, gated car park completely free of charge.

Work your way

We offer a variety of workspaces in our office including a mix of seating and standing desks, work pods, a cycling desk and a walking desk. There are also plenty of meeting spaces to collaborate with colleagues and customers – both in person and via Teams Rooms.

Break-out spaces to chill and relax

Need a break during the day or a distraction over lunch? We've got spaces complete with sofas, a pool table, table football, darts, a massage chair and an Xbox.

Your views listened are to

Got a suggestion on how we can improve? We actively encourage everyone to provide their ideas on how we can make Tecman even better and do our best to make those happen. If something isn't possible, we'll always explain why and look at some possible alternatives.



Did you know?

We were working flexibly before the pandemic thanks to Microsoft Teams and our "Teams Rooms", helping us cut down on our carbon emissions from travelling.



Keeping you fuelled

Stay hydrated

Our top-of-the-range coffee machine, variety of teas, hot chocolate, juice, squash, cans of pop, and chilled water helps everyone keep hydrated while they're in the office.

Free fruit

We have a variety of fruit available every day in the office. From apples to raspberries, blueberries to bananas and oranges to pears, we help you get your five a day.



Sustainability & Transport

Electric car scheme

Always fancied going electric? Our electric car scheme can get the ball (or rather, wheel) rolling with that. The Octopus Energy car Scheme allows you to get a new car through salary sacrifice, paying for it out of your gross salary before tax and National Insurance. There's no upfront cost, just a simple monthly fee that includes the car, MOT, service, insurance, road tax and so much more!

EV charging points

With EV charging points right in our car park you can plug in and fuel up while you're at the office ready for your drive home.

Cycle to work scheme

Interested in getting a new bike and cycling to work? Or just using it to stay fit? Use our Cycle to Work scheme and pay for your bike through salary sacrifice saving you a handy amount of tax.



Did you know?

*We were one of the first
Wolverhampton businesses to
introduce EV charging points.*



Let's Get Social

Seasonal parties and social outings

Whether it's BBQs or meals out, we love an excuse for a social get-together. There's after work football matches, a fantasy football league and regular games nights to boot.

Christmas party

When it comes to the Tecman Christmas party, we go all out. It's a chance for you and your partner to meet the whole team, celebrate our hard work throughout the year and let our hair down.

Summer celebrations

When those hot summer nights arrive, we have a company party at a local hotel for everyone to relax and socialise.

Personal Development

Regular appraisals

Get closer to achieving your professional goals, identify where you'd like more training, and shout about your successes so far in regular appraisals with your manager.

Continual training

With the world of Microsoft Dynamics 365 constantly changing we know our team needs to keep their skills up to date, which is why we provide continual training around all things Dynamics 365 and any other business training that will help our team understand our customers' needs better. Plus, if you need a little knowledge boost or spotted a training course that you think would be beneficial, just let us know, we're happy to support our team with free training so you can be at the top of your game!

Opportunities for progression

Whether you want to move up the career ladder or want to shift onto a new ladder, we always aim to provide opportunities for progression. We've had employees move onto more senior roles but also shift departments to go from marketing to consultancy and more. We're proud of the talent we grow.

Fully paid for international conferences

Being part of the Microsoft world means sometimes you'll get to attend amazing conferences and events. Sometimes in the UK, sometimes overseas. Wherever they are we'll take care of everything, just leave it to us.

Positive company culture

Get shout-outs from your team for your hard work through our internal social platform and get recognised by the whole of Team Tecman.



*Did you know?
We're known for being
ahead of the curve
when it comes to new
innovations, which is why
we invest in our team and
their knowledge through
continual training and
development.*

FAQs

Any questions?

We've put a few FAQs below that might be able to answer your questions, but if you need anything else just reach out and we'll be happy to help – careers@tecman.co.uk

How can I join Team Tecman?

We love that you're interested in joining the team. We're always on the lookout for new talent, especially if you've got Microsoft Dynamics 365 Business Central experience. Drop us an email with your CV, a little bit about yourself and what you're looking for and we'll get back to you!

What will my first week look like?

Your first week will be all about getting you settled into Tecman. We'll show you around, get your laptop set up, get your staff badge printed, get you sorted with your home office equipment and introduce you to the rest of the team. You'll also get a whole load of Tecman branded goodies so you'll be feeling like part of Team Tecman in no time. We're always on hand for any additional questions you might have too.

Who will I be working with?

Of course, that will depend on which team you're looking to join, but it's safe to say whatever team you'll be working with will be pretty amazing!

What does everyone at #TeamTecman enjoy most about their job?

There are so many reasons people love working at Tecman, but why let us tell you when you could hear from the team themselves? Here's a quick video that might help answer your question.



Is there room for growth and progression at Tecman?

Absolutely! We love seeing our team grow their careers with us. We're here to help support your ambitions and help you achieve your goals! Many of the team here have started in our Academy and moved on to become fully qualified consultants, project managers, developers and more. Being surrounded by team members that have been here for 5, 10, 15 or even 30 years means you've got great people to learn from.

Where is the company heading in the next five years?

We want to see Tecman grow so we can deliver incredible projects for even more customers. That's where you come in. We can't do the outstanding work we do without a great team behind it all. We see big things in Tecman's future, so why not come join us and be part of the next big adventure.



Ready to start the journey into your Tecman career?

Drop us your CV and let us know what you're looking for. It might be the best thing you ever do.

Email: careers@tecman.co.uk or visit www.tecman.co.uk