



# Life at Acumen



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# Our values

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Own it and  
enjoy it



Collaborate  
to succeed



Open and  
honest



Put quality  
first



Ambition to  
grow



Finding a  
better way



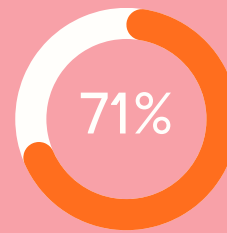
# Get to know us

Our team has grown by 20% typically every year since 2020 and we are committed to hiring people who bring new perspectives, different experiences and reflect the world we live in.

Our Great Place to Work 2022 recognitions including for Women, Wellbeing and in Tech are a testament to the value we place on our people.



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of our leadership team are women



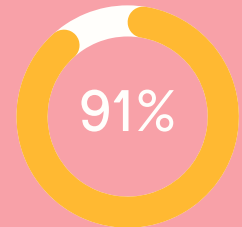
languages spoken across the team



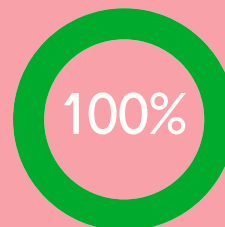
of our team agree or strongly agree that people from all backgrounds are treated fairly



of our team agree or strongly agree they are encouraged to use flexible working arrangements



of our team agree or strongly agree that their manager treats them with respect and cares about their wellbeing



of our team agree or strongly agree that their work has an impact on the organisation's purpose



## Never Stop Learning

We focus on capability building through our Capability Lead, Acumen Skills Sessions, Leadership Development Program and E-learning platform with over 100,000 resources. We offer the right formal training when you need it through our Professional Development Policy, but most of all, the kind of work that helps you grow, along with a dedicated group of people committed to your development.



## Always Growing

A lot of our people have long and successful careers at Acumen. We have defined company career paths and stages, with mechanisms to accelerate your growth including PDPs and the core and functional competencies. Our High 5 process allows you to apply for a promotion when you feel ready, with the decision being based on 360 feedback.



## Discover More

An environment where you learn all the time; at Acumen, we encourage you to reach for more with dedicated support from your Guide, Personal Development Coach and Mentors across the business.



## Work Your Way (Own It)

We provide flexibility in where, when and how you work. With 'homer' or 'roamer' you are free to make the choice for how you deliver your best work with equal opportunities to collaborate, learn and grow.

"The work at Acumen is dynamic and challenges me to think quickly and out of the box to help our clients solve their problems in the constantly evolving business landscape."

(APAC Consultant)

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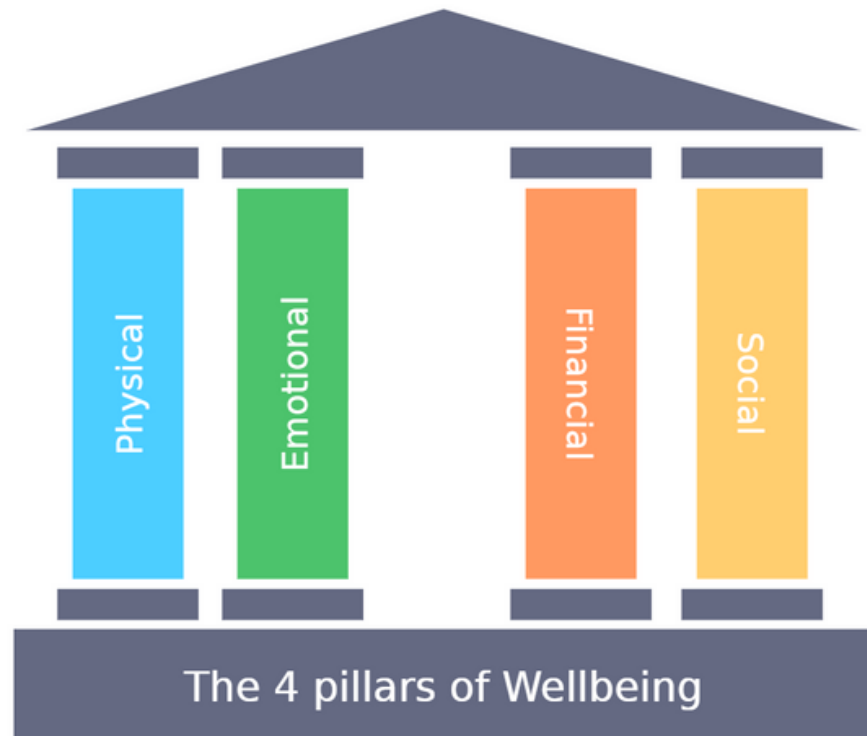
### At Your Best

Our people make the difference, and we care about their wellbeing. The company wide 12-2 no meetings rule allows people to take a break, catch up or get some fresh air. We have numerous wellbeing tools including the Lifeworks Platform that offers talking therapies, wellness assessments and discounts as perks. Our quarterly educational focused wellbeing events, as well as two wellbeing weeks a year, help keep you at your best.

### You Matter

At Acumen, we value and respect individuality and all the diverse ways of being. We want you to be your best self and are committed to offering an environment which supports the physical, emotional, financial and social wellbeing of our people.

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## Enjoy It

At Acumen regular time together, digitally and in person to catchup is important to us. From our weekly digital briefings, monthly team events and quarterly kick offs to festive fun and celebrating work anniversaries and birthdays, we make time for fun.

"At Acumen I get to work on a wide variety of tasks, from small improvements to large new features. We are involved with every step of the software development process, from design to implementation through to support. With a fortnightly sprint schedule, we get to see the impact our work has on our customers very soon after completing it."

(Software Engineer)

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# Great benefits and rewards

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## Rewards & Recognition

- ✓ 4% Employer contribution to pension
- ✓ Homer/Roamer subsidy
- ✓ Quarterly pay reviews and promotion opportunities
- ✓ Home Office Set Up Allowance £1,000
- ✓ Quarterly contribution reward scheme (peer assessed)
- ✓ Birthday voucher for all employees

## Time Away

- ✓ 25 days holiday
- ✓ Carry/sell up to 5 days
- ✓ Flexible bank holidays
- ✓ Annual leave purchase
- ✓ Work from abroad for short periods
- ✓ Paid 4-week sabbatical after 4 years service



# Great benefits and rewards

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## Health & Wellness

- ✓ Private healthcare including optical & dental cover
- ✓ 2 Wellbeing Weeks per year
- ✓ Quarterly wellbeing events
- ✓ Care Packages
- ✓ Lifeworks Platform
- ✓ Cycle to Work loan scheme

## Belonging

- ✓ Enhanced parental leave
- ✓ Regular in person online events
- ✓ Budgets for team events
- ✓ 3 paid volunteering days
- ✓ Matched fundraising up to £500pp