



Earn & Learn
www.asidua.com/careers

 asidua



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IT is a fast paced and dynamic industry that forms an integral part of every major global business. This in turn helps make IT one of the fastest growing employment opportunities today.

As a pioneer of this industry, Asidua would like to offer you a challenging and exciting career in IT.

Whether you are graduating or just starting your university adventure, the Asidua Earn & Learn brochure provides you with information on how you can kick start your IT career with a company that can offer you exciting opportunities, tailored training & development and real career prospects.

By exploring this brochure you will discover...

- ▣ More about Asidua
- ▣ Exciting benefits that you can expect by joining the Asidua team
- ▣ How to unearth new talents and experiences that can further your IT career
- ▣ Why many graduates choose to join Asidua

“ AS A PIONEER OF THIS INDUSTRY, ASIDUA WOULD LIKE TO OFFER YOU A CHALLENGING AND EXCITING CAREER IN IT. ”

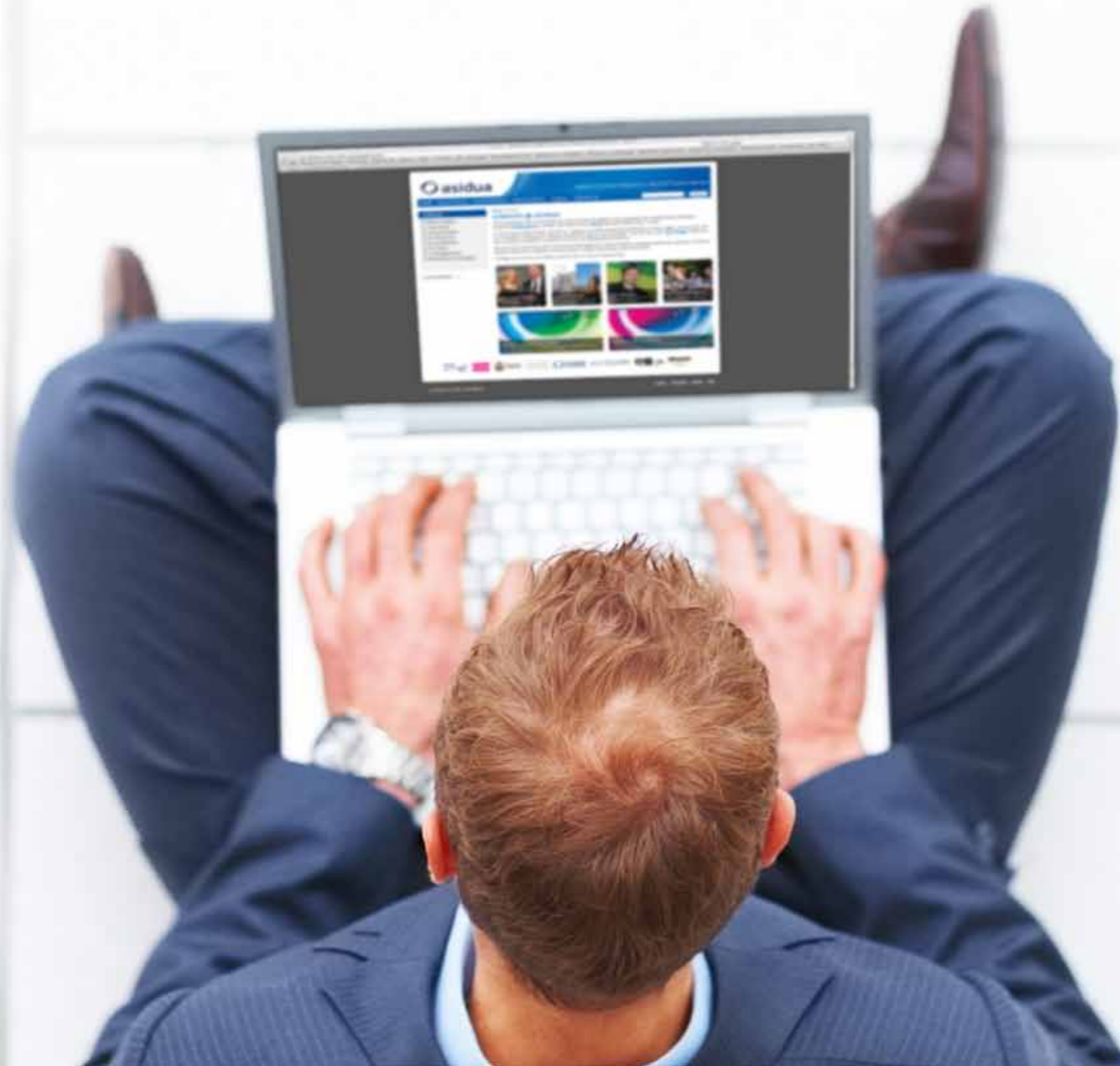
Who is Asidua?



Asidua is a software consultancy and services company, headquartered in Belfast with engineering and sales offices in Birmingham and Dublin. Asidua has over 120 employees and has achieved recognition as an Investors in People company.

Asidua's high quality people, methods and technologies allow the company to rapidly develop solutions which deliver innovations for our clients – thereby improving their businesses in terms of bottom line and service to their customers.

“ ASIDUA WORKS WITH WORLDWIDE MULTI-NATIONAL COMPANIES USING LATEST TECHNOLOGY AND INNOVATIVE SOLUTIONS... ”



Asidua is arranged into two engineering divisions – Device Services and Business Services.

Business Services

Asidua's Business Services division's core focus is to assist public and private organisations to improve the service they offer to customers as efficiently as possible.

Software skill sets required include experience with a selection of the wide range of technologies associated with the Microsoft and/or JEE platforms. An understanding of Object Orientated design and practical experience via programming in languages such as Java and also C# is essential.

Asidua is interested in you if you have the capability to solve problems from first principles, have a keen interest in software best practice and its application to solving real business problems.

Device Services

Within Asidua's Device Services division we are building some of the coolest, leading edge technology systems which power the ever increasing capabilities of the Internet.

Asidua works with many worldwide multi-national companies worldwide delivering projects to ensure the world has high speed data links to meet the demanding needs of users.

Asidua will provide you the opportunity to write software designed to be embedded in an appliance, phone, or a device within the network – the perfect role for an engineer with an interest in both hardware and software.

“ WITHIN ASIDUA'S DEVICE SERVICES DIVISION WE ARE BUILDING SOME OF THE COOLEST, LEADING EDGE TECHNOLOGY SYSTEMS... ”



CSR

In Asidua, we believe that Corporate Social Responsibility (CSR) is a crucial part of what we do. As such, Asidua supports a number of charitable causes through a wide range of schemes including 'Payroll Giving' (for which the company has a Gold Award), corporate sponsorship and donations to various national charities.

Asidua also believes in a duty of care to its employees and the environment and therefore works diligently to minimise our own environmental impact and improve the quality of life for Asidua's employees and their families.

People are our Company

As a service based company, we recognise that our services are delivered by people. To keep our business thriving we aim to ensure our people flourish in terms of their development, motivation and health & well-being.

Asidua strongly supports the call for more NI students into Science, Technology, Engineering and Mathematics (STEM) disciplines in third level education. Asidua has a scholarship scheme in place which enables several students from local universities to benefit from Scholarships worth up to £25,000 over the duration of their degree course, which includes guaranteed summer and year out placements with Asidua.

“ TO KEEP OUR BUSINESS THRIVING WE AIM TO ENSURE OUR PEOPLE FLOURISH IN TERMS OF THEIR DEVELOPMENT, MOTIVATION AND HEALTH & WELL-BEING. ”

Do you want to work for a company that can provide you with excellent career prospects, a chance to work with some prestigious worldwide clients and a management team who care about what you think? If your answer is yes, then read on.

Asidua is a technology based company that provides an excellent opportunity for using a variety of software languages such as Java, .NET and C and the latest state of the art development tools. Asidua can therefore offer you a challenging and exciting career in IT, where fresh approaches and ideas are welcomed and encouraged.

Excellent Benefits

As a member of the Asidua team you receive a wide range of benefits including:

- ☑ Competitive salary with target driven bonus
- ☑ Generous pension scheme

- ☑ Salary sacrifice schemes
- ☑ Excellent holiday entitlement
- ☑ Preventative healthcare initiatives
- ☑ Continuous Professional Development
- ☑ Excellent career progression prospects
- ☑ Recognised Investor in People (IiP)
- ☑ Inclusive management culture
- ☑ Flexible working ethos
- ☑ Onsite car & bicycle parking
- ☑ Sports and Social Club
- ☑ Play Wii and Xbox in our chill out zones

“ THE NATURE OF THE WORK HERE MEANS YOU ARE LEARNING NEW THINGS EVERY DAY. THE TEAM WORK VERY CLOSELY TOGETHER WHICH NATURALLY LEADS TO LOTS OF KNOWLEDGE SHARING. I’VE BEEN ON TRAINING COURSES FOR VARIOUS TECHNOLOGIES AND BEEN GIVEN STUDY LEAVE TO PREPARE TOWARDS MICROSOFT CERTIFICATIONS. ”

Lindsay, Software Engineer
BScHons Computer Science, University of Wales



Learning & Development

As a recognised Investor in People, Asidua provides challenging and exciting projects for employees, in addition to providing learning and development opportunities in all appropriate areas, from the latest technologies and platforms to how to engage effectively with colleagues and clients.

Our Innovation is coupled with genuine people focus which has developed a positive culture of Continuous Professional Development. Asidua appreciates that employees want to be aware and utilise the latest technologies and where possible we will facilitate this knowledge acquisition. Graduates & Placement students are able to continually build upon key IT languages such as C++, C#, Java, J2EE, XML & .NET through both internal schooling and external courses.

Work Life Balance

Asidua recognises the importance of work-life balance and associated health and well-being issues for all employees. We believe that fostering an appropriate working environment through culture, policies, communication

mechanisms, etc. ensures that employees are enabled to be productive and effective in managing all aspects of life, whether inside or outside work.

Within Asidua, we prioritise the welfare and well-being of our employees through a series of innovative practices including:

- ☑ Flexible daily working hours for everyone
- ☑ Flexible working patterns
- ☑ An inclusive employee working group and anonymous suggestion forum (known as ACE)
- ☑ Salary Sacrifice Schemes for Childcare Vouchers and Bicycle Purchase
- ☑ Generous annual leave entitlement

The Asidua Sports and Social Committee help extend the work life balance further with the organisation of monthly companywide activities and events - the perfect opportunity for you to meet other work colleagues and of course have some fun!



Placements are an excellent way for students to gain “real world” experience to complement their academic studies. As a recent ‘Placement Employer of the Year’, Asidua offers a wide range of placements for local students.

Asidua provides opportunities for students to obtain work experience as part of their degree course (either for a short-term placement or a year out placement). Students become much more rounded individuals during their time with us. They supplement the skills and theory they have learnt at University with industrial experience and are mentored in the latest technologies and software engineering best

practices. In the process they gain real world experience of working in teams and increase their confidence and communications skills. They also gain a better understanding of what a career in IT is all about.

The high percentage of former students who choose to apply to Asidua for Graduate positions demonstrates that our placements are held in high esteem.

“ DURING MY PLACEMENT WITH ASIDUA, I WAS ABLE TO EXPERIMENT WITH NEW LEADING EDGE TECHNOLOGIES FROM VENDORS WHO SPECIALISE IN NETWORK PROCESSORS. WORKING AT ASIDUA HAS PREPARED ME FOR A FUTURE CAREER IN IT AND HAS ALSO HELPED ME PUT MY UNIVERSITY THEORY INTO PRACTICE, WHICH WILL UNDOUBTEDLY BE BENEFICIAL IN MY FINAL YEAR. ”

Jonathan, Device Services Placement
M.S Electrical and Electronic Engineering, Queen’s University Belfast



To support our continued growth, Asidua is constantly looking for new and fresh talent. As such we have a number of exciting openings for graduates.

In addition to the excellent benefits that all Asidua employees receive (see page 13), graduate opportunities with Asidua provide students with great support in enhancing their IT career.

Joining Asidua as a Graduate Software Engineer gives you a dedicated career path with excellent career progression opportunities. You will have the flexibility of carrying out a variety of different roles and therefore have the opportunity to work across several disciplines before potentially majoring in one specific area depending on your personal career aspirations. You also have the opportunity to major in a technical or managerial aspect of the role.

Every new graduate in Asidua undertakes our Graduate Development Programme. This is a modular series of training courses that delivers both professional training in technical areas and instruction in valuable soft skills (customer care, personal effectiveness, communication skills, etc) over a 4 month period. This includes an overnight residential at the beginning of the programme, and some outdoor teambuilding activities.

With so much on offer, it's easy to see why many graduates recognise Asidua as the place to start their career in IT!

“ AS WELL AS PROVIDING AN OPPORTUNITY TO WORK ON MANY CUTTING EDGE PROJECTS, ASIDUA OFFER GRADUATES ADDITIONAL SUPPORT THROUGH THEIR TAILORED GRADUATE DEVELOPMENT PROGRAMME. THIS COUPLED WITH THEIR ON-GOING TECHNICAL TRAINING IS HELPING ME ENHANCE THE NECESSARY SKILLS FOR A SUCCESSFUL CAREER IN IT. ”

Scott, Graduate Engineer
Bsc Hons Computer Science, University of Ulster

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