



In just under a decade, Jagex Games Studio has achieved more as an independent studio than most could hope for in a lifetime.

WELCOME TO OUR WORLD By focusing on high quality, free and accessible gaming, we have grown to become a world leader in online gaming development whilst Jagex's award winning team has amassed a global audience of millions of loyal gamers.

We're not content to limit ourselves to developing games using only our powerful proprietary technology; we have also garnered a reputation as a leading games publisher in partnership with the world's best indie developers who are looking to bring high quality online games to market.

The studio now boasts a catalogue of over 40 titles, with millions of registered players worldwide, hundreds of staff and 3 offices, so we thought it was about time to tell the world a little more. In the following pages we will tell you more about us, our culture and why Jagex, and our home city of Cambridge, is a great place to build a career...

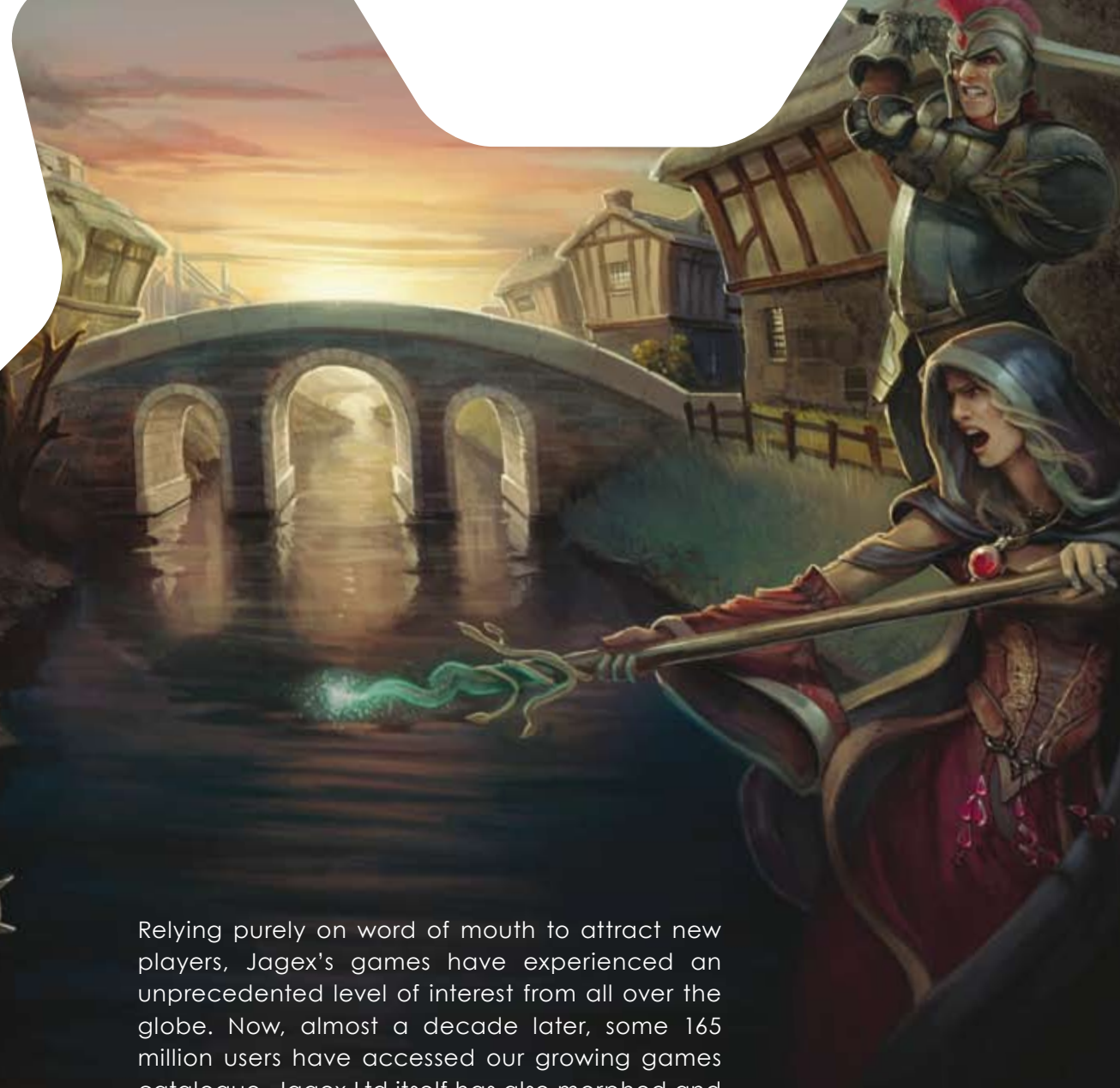


THE STORY SO FAR

The unbelievable success of Jagex is a true testament to our business mantra of "gamers making games that we like to play", highlighting how far great ideas combined with hard work and continual innovation can go. In an industry of limitless possibilities, Jagex has continued to push the boundaries and forge its own unique position - making it the internationally recognised success that it is today.

Yet this phenomenon did not occur overnight. RuneScape, Jagex's first game, began its life as a small university project by creator and Jagex co-founder, Andrew Gower; however, it very quickly began to grow far beyond the capabilities of the PC in his mother's kitchen!

Relying purely on word of mouth to attract new players, Jagex's games have experienced an unprecedented level of interest from all over the globe. Now, almost a decade later, some 165 million users have accessed our growing games catalogue. Jagex Ltd itself has also morphed and expanded significantly over the years too, now boasting nearly 400 talented staff primarily based in our Cambridge offices.



Our offices are all you would expect from a vibrant and dynamic company.

All Jagex staff enjoy a relaxed working environment loaded with outstanding perks including dedicated games rooms, with all the latest in PC and console games on offer and fresh fruit baskets delivered to our desks each day! Our tools and facilities are state of the art, and our office itself is open plan to encourage communication between all levels, allowing creativity to flourish! In this environment, each team member feels valued and contributes directly to the continued success of the company.

Our large departments are carefully broken down into teams, and discussion is always encouraged, allowing each member to contribute to the overall objectives and afford them the opportunity to really change things through individual innovation and diligence.

With such excellent support available, we have also come to expect the best from our staff! Our selection processes are vigorous, ensuring that successful candidates are aware of our expectations and are primed to add instant value to the company. Upon entry, each new staff member is individually mentored, trained, and quickly given responsibilities, demonstrating our trust in their abilities and in our choice in selecting them.

Jagex truly is a place where you are able to forge a great career based on who you are, and not the job title you may have acquired!! Our entire culture is developed to give our staff the opportunity to progress whilst at the same time helping Jagex to remain competitive.

Through continual performance reviews, personal development plans and “open door” management channels, we have been able to draw the very best out of each team member, empowering our staff to be all they truly can be and drive their own progression both professionally and personally.

DOING IT OUR WAY

Our fantastic career progression program allows our staff not only to identify where they are and what they can achieve, but also provides assistance along the way – strengthening the integrity of the company itself by encouraging progression in those who have the desire and potential! All of this contributes to an instantly noticeable “buzz” in our offices, highlighting at once our high performance culture where creativity and confidence has blossomed through talent development, hard work and professionalism.

RUNESCAPE RuneScape is a massively-multiplayer online game developed and published independently by Jagex. The game is set in a fantasy world of warring races, ravaged landscapes and sinister powers. RuneScape is free-to-play and can be accessed on almost any PC with an Internet connection.

RuneScape currently holds the Guinness world record as the most popular free online game and has been played by over 106 million people worldwide since it was first launched in 2001, making RuneScape the most successful browser based game in history.

JAGEX GAMES LAB Jagex Games Lab provide a truly unique, online gaming destination for time-pressed gamers looking for a compelling gaming experience via our games portal Jagex.com

Jagex.com already has a collection of over 40 browser-based games and has amassed a thriving community of over 3 million unique users. In addition to browser based games, the Games Lab team also develop games for the ipod and Facebook.

OUR GAMES

WAR OF LEGENDS War of Legends is a real-time strategy game based on ancient Chinese mythology where players rule empires, manage resources and command armies to conquer their enemies. The game is free-to-play and is playable directly in the Internet browser without requiring any downloads. War of Legends is the first third-party title published by Jagex Games Studio in partnership with an independent Asian game developer.

LOOKING TO THE FUTURE At Jagex we never rest on our laurels and are not content with simply maintaining our current games. We are actively looking to publish new titles - both those developed in-house and by select partners around the world. If you thought our first 10 years were exciting, just wait to see what we have in store for the next decade!



Despite our magnificent growth, Jagex has continued to stay true to its core principles, providing us with solid foundations upon which to build.

Keeping our staff happy and treating them with respect has been key to our success as a business. We are extremely proud of the benefits we offer and the return – in both creativity and productivity – has proven that a positive working environment really does bring out the best in people.

ENJOYING THE BENEFITS

So, what are the benefits that have helped us achieve all of this; what are we able to offer to those interested in a career here at Jagex? Read on to find out!

HIGHLY COMPETITIVE SALARIES Here at Jagex we are proud to offer highly competitive salaries and ensure we stay ahead of the pack across the board.

ANNUAL PERFORMANCE BONUS All Jagex staff receive a yearly bonus of up to 10% of their basic salary based on performance and measured against objectives set throughout the year.

COMPANY PROFIT BONUS SCHEME To ensure we all continue to work towards the same goals, Jagex allocates a percentage of yearly profits to their staff in the form of a Bonus Option scheme.

FREE PRIVATE HEALTHCARE We want to ensure our staff are always offered the best health service possible. To that end, all full time staff are offered free private healthcare through AXA PPP from the moment they start work here.

FREE GYM MEMBERSHIP We believe in healthy living and offer free membership with a choice of gyms in Cambridge.

FLEXIBLE WORKING HOURS The structure of most working days can be adjusted to suit your needs when necessary thanks to our approach to flexible working.

28 DAYS HOLIDAY (INC. BANK HOLIDAYS) All staff are entitled to 20 days paid leave, in addition to the 8 bank holiday days each year. Each individual also receives an additional days holiday on top of their standard entitlement for each additional years service they work, up to a maximum of 30 days.

AWESOME FACILITIES All of our offices are kitted out with the best facilities to help you feel right at home! This not only includes top of the range desktop PCs, but fully functional games rooms, LAN cafes, chill out areas and kitchen facilities (with free Fair Trade tea and coffee to boot!)

EPIC COMPANY PARTIES We love to reward our staff when the company reaches a milestone, or when it's just that time of year to get in the spirit of things - like at Christmas! We do this by organising Jollies ranging from epic company parties to smaller events where you can do some team bonding over a few paint balls or race ahead of your peers on a jet ski!

And it doesn't stop there – more details of the following are available through our website:

Free bicycle repair scheme, Fresh fruit delivered daily to your desk, Dedicated training and development initiative, Locally negotiated discounts and promotions, Team Fun-Fund, Monthly team wear, Childcare vouchers scheme, Free Eye Tests, Microsoft Home Use Program and No Crunch Time!

Art Director

(and midfielder for Jagex FC)

Joined: 2006

Responsibilities: Keeping a large team of artists happy and getting everyone to work towards the same goal and visual style

Born: Nykøbing Falster, Denmark

Favourite Soup: Vietnamese pho

RASMUS



Shrouded in mystery and occasionally labelled more a hobby than a serious career, the computer games industry has had its fair share of bad press. However, silently over time, this industry has grown from its humble beginnings into a multi billion pound sector, encompassing dozens of disciplines and employing thousands of people in the UK alone. More importantly, the industry is now recognised as one of the most creative and progressive in the world.

Now a vital component of the entertainment sector, computer games play an increasingly important part in people's lives, providing endless hours of leisure to people of all ages in all corners of the globe. Very few industries offer the chance to directly engage and influence so many lives, and it is this that underpins the passion and energy behind so much of the work we undertake here.

But it is important to note that this industry is changing. Each day the industry moves further away from the traditional methods of games development and distribution. Spearheaded by the availability of high speed Internet access around the world, the industry is beginning its gradual move out of the high street and onto the web! The future of computer gaming is online, both distributed and played, as more and more people enjoy and expect a decent multiplayer game and a chance to interact with others.

Lucky for us then that we have always been a few steps ahead of the pack!

Jagex is different in many ways to other game developers. We have built one of the most successful games ever played on PCs in RuneScape and our excellence in technological innovation and game development has allowed us to build a business which is industry leading! Furthermore, our products are played and distributed online, allowing us complete independence from publishers and the problems outlined above.

OUR EXCITING INDUSTRY



Graphics Artist
LAURA "I applied for a position in Graphics whilst working in Player Support and was brought on as a member of FunOrb whilst it was still in its early stages. I'm able to apply my love of creating characters together with making graphics and sprites for our games, which is great as I have been an avid gamer since my youth. I have also been heavily involved in organising in-house forums regarding 'women in games'. The depth and variety of projects we work on at Jagex are simply incredible!"

Our games are entirely browser based and use advanced streaming technology making the game playable on any internet connected PC, anywhere in the world. This type of game (called 'Massive Multiplayer On-line Game', 'MMOG') is Jagex's speciality and we plan to continue expanding our product range, offering new language versions and new products. There really has never been a better time to become part of "the next big thing"!



Head of Communications

"Over the last five years Jagex has established itself as one of the world's leading online games developers. My role is to promote Jagex and its products to the media and the games to the press. Jagex really is a great place to work: since joining the company in 2006 I have developed my career with support and training specifically developed for me and my role. If you're looking to develop your career in the games industry there's no better place to start."

ADAM



Jagex is dedicated to doing its best to be environmentally responsible. We aim towards being a 100% carbon neutral company by taking all possible measures to reduce and offset our emissions.

The most effective method of minimising our carbon footprint is to reduce energy consumption per head. We minimise our company's air travel, and run a car-pooling scheme and a free bike repair service to encourage our staff to reduce car travel.

ITS NOT JUST ABOUT US

All of the electricity for our own offices is bought from Ecotricity – the clean technologies power company. Where we don't have a choice in the energy provider (such as our server locations around the world) we aim to offset our emissions by supporting projects that promote the use of renewable energy, reducing carbon in the atmosphere and low energy alternatives. Separate bins for paper, metal and plastic are spread around the office to encourage everyone to recycle. We also seek to use Fair Trade suppliers who produce products in environmentally conscious ways.

Creative, technologically innovative, environmentally conscious, an international workforce, relaxed yet driven by the promise of success and confident in our approach to business; when the key ingredients are mixed together there seems only one location befitting such a company as ours.

Based in Cambridge, Jagex has come to represent the values synonymous with this world-famous city of education, culture and harmony, continuing to honour these traditions through staying true to the principles that helped us flourish into the international business we are today.

OUR LOCATION

And what a joy it is to work here too!

Minutes from the historic city centre, the attractions available on our doorstep are not to be missed or under appreciated. As one of the world's leading centres of education for over 800 years, Cambridge has developed into a truly magnificent city and perfectly mixes the old with the new.

Relaxation and quiet contemplation are the priorities of most in this beautiful city. As one of Europe's most environmentally conscious cities, Cambridge has embraced the bicycle as its favoured method of transportation, and what better way to relax on a sunny day than a gentle punt along the River Cam!



Associate Producer, Author

Career path: Support Training Manager -Project Manager - Associate Producer

Hobbies: Writing, wargaming, bushido, running, Swedish massage

Favourite music: Tenacious D, Frank Zappa, Iron Maiden

ALEX

Comment: Privileged to be working with such creative and passionate people and loving every minute of it



And for those who simply can't live without the bright lights and fast-paced lifestyle, Cambridge is conveniently located just 50 miles north of London with excellent road and rail links, making the capital easily accessible all year round.

Additionally, due to close business links with the University, the area around Cambridge has developed into one of Europe's leading centres of science and technology – aptly dubbed the 'Silicon Fen' – encompassing thousands of innovative, modern companies specialising in fields such as software engineering, computer aided design and scientific research.

If you want to know any more about Cambridge and its surrounding area, we advise you to contact the local tourist board. We guarantee you will not be disappointed by what this incredible city has to offer.



So there you have it!

We hope we have been able to outline at least some of the many reasons we believe you should consider Jagex a first choice employer. But there is of course always more to tell, and we are always happy to share our story in greater detail with anyone who wants to listen.

So be sure to head on over to our website, connect to us and start out on a journey that could lead you to become a part of this ever developing, exciting story.

WE LOOK FORWARD TO MEETING YOU...



For more information about current vacancies
www.jagex.com/careers