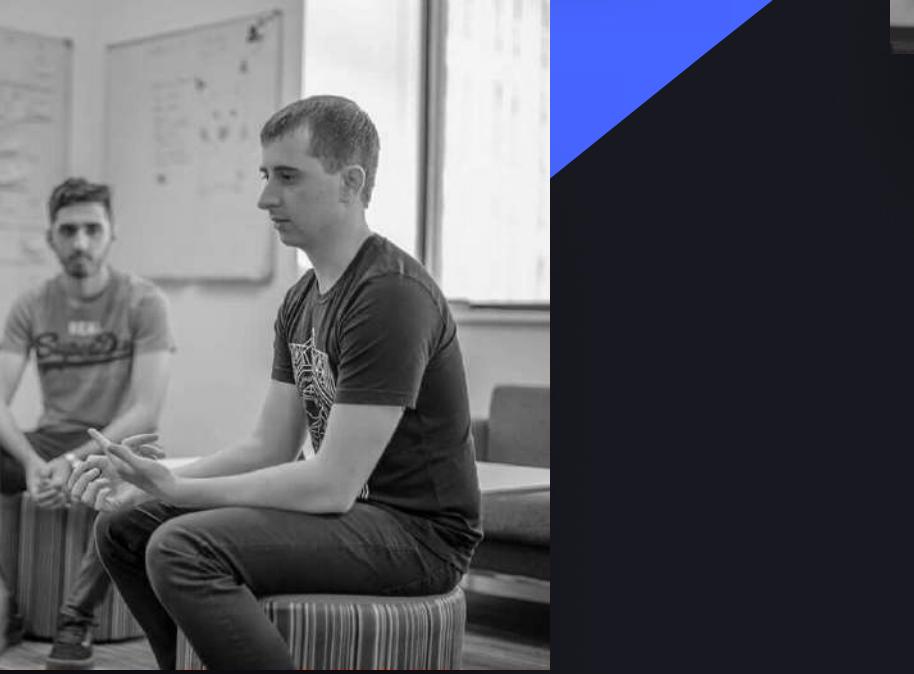
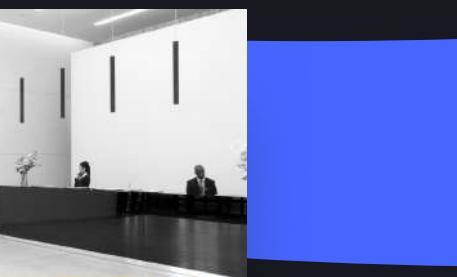


PLACEMENT & GRADUATE OPPORTUNITIES

# Enterprise products developed through JavaScript

gw.

# We are Griffiths Waite; a growing Birmingham based software company



For over a quarter of a century we have been a leading innovator in the design and development of user experiences that have been proven to increase customer loyalty, lower operating costs and position our clients as market leaders.

What makes GW different is the time, genuine care and collaborative approach we bring to every single project, big or small. We take the time to listen to our clients – and truly listen, not just hear them out and welcome them into our open and collaborative process.

We see our clients' projects not as IT challenges but as human challenges. It is a truly empathetic approach (not a word you'd hear most technologists using) that means we constantly think about the end-users as well as our clients, and what each need, want and rely on our solutions for.

# Our values

We have a company filled with talented people who are passionate about technology, helping each other and delivering solutions to be proud of. We hire innovative, growth-minded people and provide them with the freedom to create products people love.

- ★ We encourage employees to strive for continuous improvement, both individually and collectively where their contribution is key to project success.
- ★ A positive attitude, coupled with honesty and integrity sees an employee respected by colleagues and clients alike.
- ★ Employees who contribute the most are given responsibility and remunerated accordingly – regardless of seniority.
- ★ We place a big emphasis on quality, in terms of our staff, processes and output.



## Respect for People

We value our people, encourage their development and reward their performance.



## Quality

We provide outstanding products and services that deliver premium value to our clients.



## Integrity

We uphold the highest standards of integrity in all of our actions.



## Teamwork

We work together to meet the needs of our customers and to help our company win.



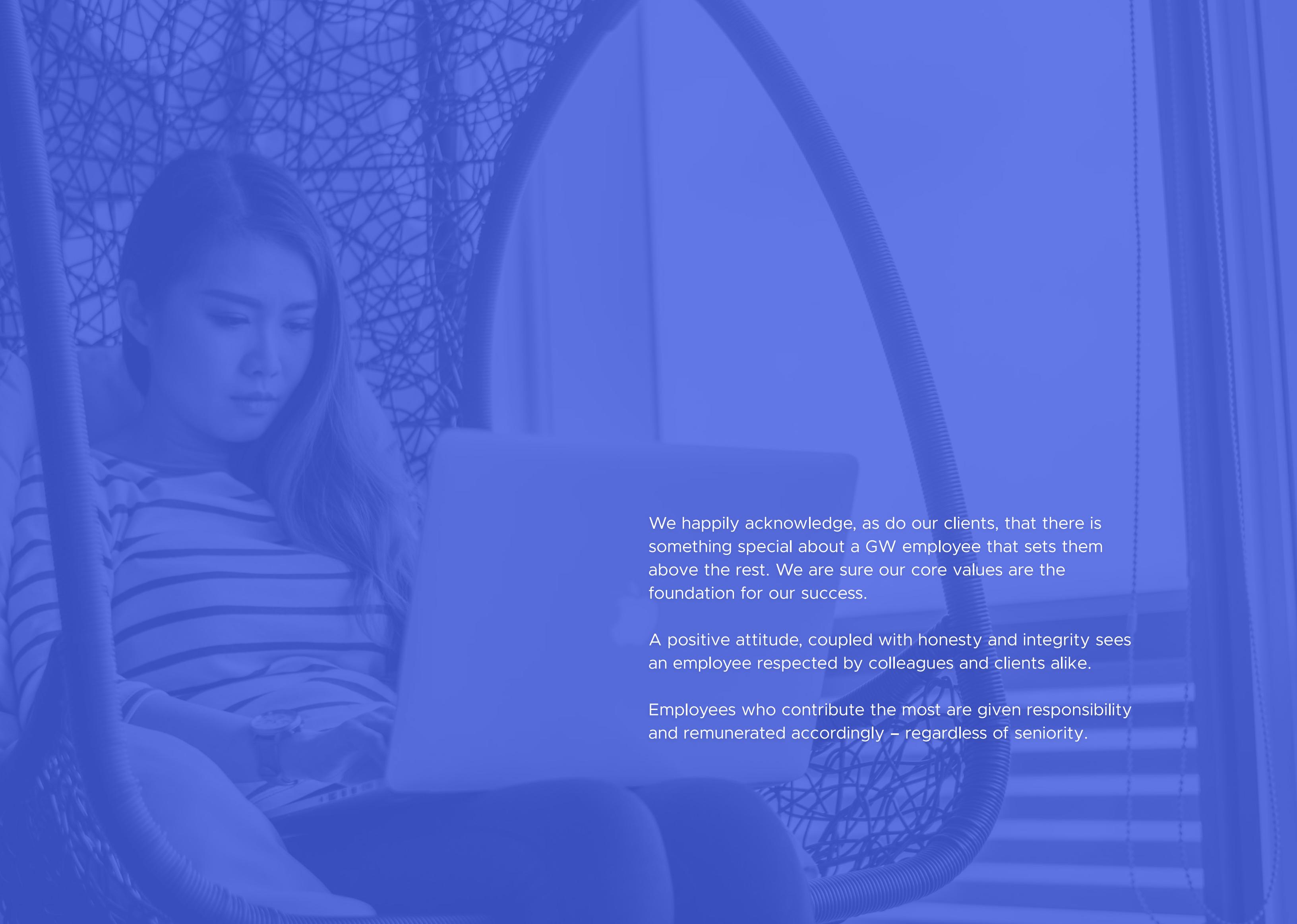
## Self-Improvement

We provide training and learning platforms to foster personal development and professional growth.



## Communication

We operate in an egoless environment, where we want you to speak up and challenge the status quo.



We happily acknowledge, as do our clients, that there is something special about a GW employee that sets them above the rest. We are sure our core values are the foundation for our success.

A positive attitude, coupled with honesty and integrity sees an employee respected by colleagues and clients alike.

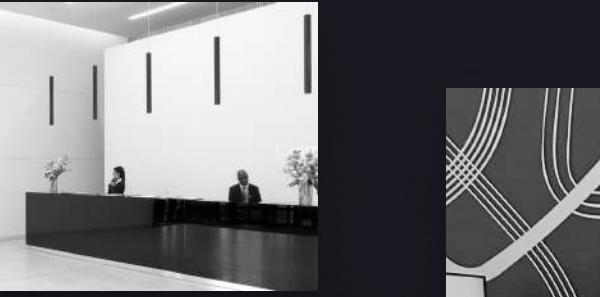
Employees who contribute the most are given responsibility and remunerated accordingly – regardless of seniority.

- # What makes a GW'er?
- ✓ Many years' experience of the software development lifecycle.
  - ✓ Proven ability to manage time, tasks, and risks.
  - ✓ Exhibit first class verbal and written communication skills.
  - ✓ Proven experience within a software house / consultancy environment.
  - ✓ A positive thinker who exhibit the 'can do' attitude and have the ability to influence peers and clients' alike.
  - ✓ Take pride in the quality of your work and that of subordinates – and always striving to improve.

# Parks

## A platform for success

We aim to build teams with diverse backgrounds, skills, and perspectives to enhance problem solving and foster innovation. We know that teams perform best when they are diverse and every team member feels that they belong. It's what drives our success, and we're committed to building a culture where everyone has the opportunity to do their best work and be duly recognised for their efforts.



### Wellbeing

Enjoy a private healthcare plan, a flexible hybrid office/home setup, and a supportive team environment that prioritises work-life and family balance.



### Training & Career Management

Genuine career growth through structured PDPs, 1:1s, and client-facing skills, along with a generous pension scheme.



### Offices

Our offices in central Birmingham have easy access to transportation, entertainment, and lunch options.



### Financial rewards

Get a competitive salary tailored to your ambition, capability, and client-facing skills, along with a generous pension scheme.



### IP & Grad Scheme

Tailored boot camp training and hands-on projects for placements and graduates – the ideal foundation for a long-term career.



### Social Activities

It's not all about work! Whether it's spontaneous office pool games, go-karting, badminton, darts, or bowling, our team knows how to enjoy themselves.

**Arqiva is a communication infrastructure and media services company that delivers national broadcasting, satellite and mobile communications services for the UK and the world's biggest radio and TV companies.**

GW were approached to develop a new and exciting tool with capacity to show up-to-date network status information in a visual way while monitoring and prioritising incidents and planned work. The main challenge was to present the vast amount of data about various networks in a simplified and accurate way.

In just three months, we delivered a working customer portal that was accessible across multiple devices, that had been 10 years in the planning. Access was rolled out to 20 radio groups covering 3,500 transmitters.

**arQIVa**





**GW have been working with the Isle of Man Government since 1996 and during that time have designed, developed, and supported the Benefits Payment System (BPS), which pays out approximately £280m per year in pensions and benefits making it a critical Treasury IT system.**

The IoM Government tasked GW with the modernisation of the BPS application by redesigning the front-end, improving usability, and shifting existing architecture onto a modern tech stack.

The BPS application is a critical tool in the day to day running of the Social Security Department in the IoM government, and the new application preserves the existing functionality whilst providing an improved, cleaner, and faster experience.

**Isle of Man  
Government**



# Recruitment process

## The recruitment process

1

SEP – OCT

### Advertise

Attend graduate fairs and upload job specifications and adverts.

Come and see us, ask questions and find out more.

2

OCT – DEC

### Applications

CV's & cover letters reviewed with shortlisted applications being invited for interviews.

First class results and a well written covering letter and CV are vital.

3

FEB – MAR

### Interviews

Interviews conducted at Griffiths Waite's offices.

Well presented, confident and interesting people are a must.

4

MAR – APR

### Job Offers

Job offers made to successful candidates made in readiness for a September start.

# Open roles

## Roles we're recruiting for

### Are you studying:

Computer Science, Business Computing, Digital/Multimedia, UX/UI?

Your technical or leadership skills can have a real impact in shaping the future. You'll be solving complex problems with real-world solutions that improve people's lives.

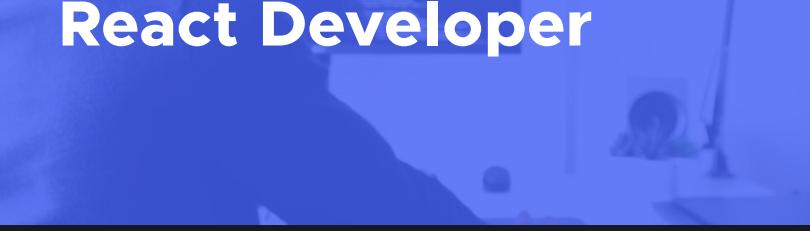
Our teams combine the experience of age and the 'sense of the possible' of youth in equal measures. This chemistry has seen us nurture more than 80 junior staff through our industrial placement and graduate schemes to be highly skilled professionals and leaders in their own right.

This development continues, regardless of age, with our pro-active career management, regular 1:1's with line managers and practice directors along with a full career path and PDP's (personal development plans). – Yes, we care as much about your career as you do.

**React Developer**

**UX/UI Designer**

**Quality Assurance Tester**



**IT Technician**

**DevOps Engineer**



**gw.**