CHOOSE A CAREER WITH TPP

JOIN AN AWARD-WINNING HEALTHCARE IT COMPANY
Welcome

I founded TPP over 20 years ago and I’m incredibly proud of what we’ve achieved. I love coming to work every day – the people who work here are fantastically bright and I get a real kick out of working with staff to solve problems together. It’s also incredibly moving to see the impact our technology has, whether it’s allowing an elderly lady to receive care from the comfort of her own home, or helping governments implement new digital health strategies.

We’re committed to improving lives around the world – there are many exciting challenges ahead. We’re expanding the company and looking for the brightest and best to join us.

Everyone here at TPP is driven, ambitious and genuinely wants to make a difference. That’s the kind of person that we’re looking for.

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Frank Hester OBE, Founder & CEO
TPP is a global digital health company. We have had great success, with over 5,500 organisations using our solutions to care for over 48 million patients. Our software is used across all health and social care settings, including GPs, emergency departments, hospitals and mental health services. This means that wherever and whenever a patient needs care, a detailed and up-to-date record is available. No other company has a digital healthcare solution on this scale. Our database is one of the largest in the world. It processes a billion transactions daily – more than the London Stock Exchange and Visa combined.

Our technology helps improve people’s lives across the world, whether it is scheduling immunisations for millions of children, allowing doctors to manage complex care for elderly patients, helping governments with the prevention of outbreaks, or supporting new research into the early diagnosis of disease.

TPP is committed to helping tackle these challenges on a global scale, working with governments to deliver the technology required for the future of healthcare.
THE ROLE

No coding experience required.

We’re looking for bright and geeky graduates to join our Software Developer team. No experience is required, and many of our successful applicants have never programmed before. If you think logically and enjoy problem solving, then you have the potential to become a great developer.

A career at TPP will challenge you every day. In your first few weeks you will be solving real-world problems as you help to develop software used by healthcare professionals and patients across the world.

You’ll be part of an agile development team, working on one of the largest real-time databases in the world. You’ll work on a wide variety of projects, ranging from AI assisting clinicians with early diagnosis of cancer to an iOS app helping patients manage their diabetes.

Developers at TPP are involved in the full software cycle, and work closely with all teams across the company to scope out new projects and design, develop and deploy our products.

REQUIREMENTS

- Predicted 2:1 or above at degree level
- Minimum of A*AA at A-level (including an A* in Maths)

International Equivalents

Degree Level
- GPA of 3.5 or above
A-Level
- 39 or above in the International Baccalaureate
- GPA of 4.0 or above
- 560 or above in Gaokao Arts
- 600 or above in Gaokao Science

SALARY

£45,000

After graduating from Oxford University with a Maths and Computer Science degree I knew I wanted to go into the technology sector and do something worthwhile.

Working at TPP hasn’t disappointed. I’ve worked on a huge variety of projects including back-end architecture, data migration and new products using programming languages I’d not used before. I don’t just sit at my desk all day – I’ve travelled across the world attending technical meetings and technology conferences.

It sounds cheesy but you really feel like what you are doing is worthwhile, and you are contributing positively to the world we live in. It’s amazing to know that the work you do is benefiting thousands of clinicians and providing better care for millions of patients.

The people I get to work with on a daily basis are brilliant – it’s great to have bright minds working together on a problem. Everyone is really helpful and pulls together in the same direction. We also get rewarded well for the work we do in terms of fantastic salary, perks and benefits.

Will

I graduated from Cambridge University with a degree in Music. It’s not the usual degree that you would associate with a Software Developer but I’ve always been a bit of a technology geek!

The first thing that enticed me to apply to TPP was the opportunity to make a genuine difference to people’s lives, and since joining the company in January 2016, I haven’t been disappointed. The work is incredibly challenging and really varied – I’ve learnt loads about software development in the time that I’ve been here. I feel that I’ve already made a significant contribution to the company, that my work is valuable and that my time really is well spent.

I live in a flat about 15 minutes from the office in Horsforth. The town itself is very beautiful, and Leeds city centre is about 20 minutes away by car or train, so it really is the best of both worlds - a vibrant city and rolling country hills are both on my doorstep! I used to imagine myself having a future career in the London area, but in the short time I’ve lived up here, I’ve decided that I never want to leave Leeds.

Paul

When I graduated from studying Maths at York University, I had no idea what kind of job I was looking for. I just knew I wanted a challenge.

I’ve learnt so much since I started here and have had the opportunity to write code for several different projects. These include developing products for other countries, migrating healthcare organisations and their data onto our database and looking after the live servers. Many of the developers at TPP start without coding experience so while it is a challenge, it is a great place to learn.

Last year I travelled to China for the first time to help get a health centre up and running. It was so rewarding to see the work we’d done in the office out there in the real world. There is such a variety between what I do from one project to the next. I can’t believe I’ve been working at TPP for two and a half years already.

Suzie

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Will
Having studied Translation and Interpreting for my MA in Newcastle, I really wanted a job where I’d be able to use my English and Mandarin skills.

I’m really proud of having worked on the team that designed our public health solution for China. We looked at the national government requirements and, working with Chinese colleagues, implemented these in the system. Along with our developers, we analysed how we could improve the care delivered to elderly patients and those with chronic conditions. I loved seeing doctors and patients benefiting from the system that I had helped to design.

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**Olivia**

**The Role**

We are looking for bright and driven graduates from all disciplines to work on exciting projects in our Analyst team. You will work across a range of healthcare settings to understand requirements, and then collaborate with Software Developers to design new functionality. The role combines aspects of business analysis, systems analysis, and project management.

The variety of projects means that you will always have something new to learn. Your first project could be working on functionality to help a hospital manage patient flow in a busy emergency department. On the next, you could be designing and deploying an app for patients in rural communities in China.

**Requirements**

- Predicted 2:1 or above at degree level
- Minimum of A*A at A-level

**International Equivalents**

**Degree Level**

- GPA of 3.5 or above

**A-Level**

- 39 or above in the International Baccalaureate
- GPA of 4.0 or above
- 560 or above in Gaokao Arts
- 600 or above in Gaokao Science

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**Olivia**

I studied Engineering at Leeds University but by the time I graduated, I really wasn’t sure what I wanted to do. I’d done some previous work experience in my field but had found the pace too slow. At TPP things moved really quickly and I was tackling interesting problems from the start.

In the last few years, I’ve worked on a variety of projects and been able to travel a lot – as Analysts, we are typically abroad for several weeks a year. My first international project was in Saudi Arabia. More recently, I’ve been working with a group of health centres in Qatar. I have worked with the doctors, nurses and administrative staff to adapt our functionality for the Qatari healthcare model. We have managed to help them go almost entirely paperless and introduced efficiencies that have saved days’ worth of work every month. It’s been great to go back out and hear their positive feedback. It makes the work I do really rewarding.

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**Kieran**

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**Olivia**

I loved seeing doctors and patients benefiting from the system that I had helped to design.
I started as an Account Manager at TPP after finishing my degree in Chemistry. I enjoyed my degree but I wasn’t necessarily keen on pursuing a career in it as I didn’t want to be stuck away in a lab for the rest of my life. What I really wanted was a customer-facing role where I would be meeting and interacting with people every day. Healthcare is an area I have always been interested in, so working for this company is ideal.

For me, the best thing about working at TPP is the responsibility I have in my role. My team are always fully supportive and I always feel I can ask for help if needed. In my first few weeks I was completely managing my own time and workload, and had the opportunity to get involved in several big projects. Within a year of working at TPP I arranged and attended a trip to India with our CEO. This was as part of a trade mission with the Prime Minister.

As I am responsible for our customers in the South of England, I get to travel a lot for meetings which I really enjoy. I have been to lots of new places and met interesting people from all over the world, including the Chief Executives of several Trusts. I am also responsible for managing national contracts and ensuring that we retain our current business, as well as expanding our customer base across the UK.

I find that I am constantly challenged and every day is different which means coming to work is always interesting. TPP moves at such a fast pace and there are so many different opportunities. It’s really exciting to be a part of it all!
Marketing and Communications

**THE ROLE**
TPP's Marketing and Communications team are the voice of the company, managing all external communications and publicity. The role is incredibly varied – recent projects have included global marketing campaigns, speech writing for an international conference, and running a royal visit to our headquarters.

Your responsibilities will include the following:
- International marketing campaigns
- Company branding
- Trade missions, events and VIP visits
- Coordinating communications with governments
- Product literature, press releases and case studies
- Social media

**REQUIREMENTS**
- Predicted 2:1 or above at degree level
- Minimum of A*AA at A-level

International Equivalents
- Degree Level
  - GPA of 3.5 or above
- A-Level
  - 39 or above in the International Baccalaureate
  - GPA of 4.0 or above
  - 560 or above in Gaokao Arts
  - 600 or above in Gaokao Science

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**Technical Operations**

**THE ROLE**
The Technical Operations team are responsible for the design and maintenance of the company’s technical infrastructure. The role involves:
- Database Administration
- Server Management
- Cybersecurity
- Technical Research & Development
- Infrastructure Engineering
- Performance and Capacity Management

We are looking for people with a passion for computing and an interest in the latest software and hardware technologies.

**REQUIREMENTS**
- Predicted 2:1 or above in a computer related degree
- Minimum of ABB at A-level

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**I’ve also been lucky enough to travel with TPP, including attending a trade mission with the Chancellor of the Exchequer, visiting Beijing, Shanghai and Chengdu.**

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**Liz**
I studied English Language and Linguistics at the University of York. Like a lot of students, I wasn’t sure what I wanted to do after university, but I did know that I wanted to use my creative skills in a working environment.

I work on many projects simultaneously, so my days are really varied and interesting. Earlier this year I was discussing prison healthcare at the House of Lords, and the following day I was working with our Software Developers to launch a new global AI product! I’ve also been lucky enough to travel with TPP, including attending a trade mission with the Chancellor of the Exchequer, visiting Beijing, Shanghai and Chengdu.

One of my favourite things about the role and the company is that I’ve had the chance to work with practically everyone at TPP. It’s really important for me to have a good understanding of all the projects the company is working on, so I can communicate this out effectively. It’s a really collaborative and supportive environment.

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**Sam**
I started working at TPP straight after completing a Computer Science degree at Aberystwyth University. I have always been interested in all aspects of computing, from building computers as a kid to maintaining databases for university societies. I have learnt so much more since starting at TPP. In any given week I could be looking at networking, databases, server hardware or scoping an international data centre for a new project.

A major part of the Technical Operations role is ensuring our systems are up and running all the time. This involves looking after one of the largest real-time databases in the world. It’s very satisfying to know that our work is making a difference for millions of people around the world.

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**SALARY**

- **£32,000 - £40,000**
  *(Depending on experience)*

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**SALARY**

- **£45,000**
Software Support Analyst

THE ROLE
In this role, you will be providing support to customers that use our software, ensuring all queries are dealt with efficiently and effectively. You will be engaging with customers from a wide range of healthcare settings which include end users and national service desks. You will be responsible for identifying issues, as well as testing the solution. You will also be in charge of making configuration changes, setting up and enabling functionality.

There are always a range of projects for Software Support Analysts to get involved in. These include reporting on the service we are providing to our users and developing and improving the system. The team’s specialist knowledge means that they act as a connection between the company and the customer.

Successful candidates will have a clear and confident telephone manner, a keen eye for detail and enjoy working in a fast-paced environment.

REQUIREMENTS
- Predicted 2.2 or above at degree level
- Minimum of eight C grades at GCSE, including English and Maths (or equivalent)

Sarah-Louise

I have been working on the Software Support Analyst team since graduating from Leeds Beckett University with a Music Production degree.

On top of providing support to our users, I’m currently responsible for supplying monthly reports to our Trusts, which include call statistics, system availability and staff activity.

I have gained so much confidence from working within a great and supportive team. My favourite aspect of working at TPP is that every day is different, and that you are given the opportunity to take on plenty of responsibility.

“I TRAVEL ALL OVER THE WORLD AND GET TO VISIT SOME AMAZING PLACES. WE HAVE SUCH A FANTASTIC TEAM, WHO ALL SHARE IN THE SAME PASSION AND VISION FOR THE COMPANY.”

Product Specialist

THE ROLE
We are seeking to recruit professional and confident individuals to join our Product Specialist team. We are looking for candidates based in the following areas: Yorkshire & The Humber, East of England, Midlands, South East England and South West England.

As a Product Specialist, you are responsible for delivering one-to-one and group training to users. You will also be responsible for providing system demonstrations to prospective clients. This can include presenting at sales meetings and demonstrating functionality at large healthcare conferences around the UK and abroad. As an expert in the system, you will be involved in supporting user groups, meeting training needs, analysis and troubleshooting.

Acting as an ambassador of TPP, you must have excellent communication skills and the ability to think on your feet. Ideally, you will have a background in a training or customer-facing role. Experience in a healthcare setting will be advantageous but not essential. This role will involve extensive travel across the UK and internationally.

REQUIREMENTS
- Full UK driving licence
- Minimum of eight C grades at GCSE, including English and Maths (or equivalent)

Gavin

I have worked for TPP as a Product Specialist since 2008. I love my job as I have an extremely varied role. One week I could be delivering end-user training to a pharmacist in China, and the next I could be demonstrating to a roomful of hospital consultants. I travel all over the world and get to visit some amazing places.

We have such a fantastic team, who all share in the same passion and vision for the company. With this job, I have become a lot more confident and able to present to large groups, which is something I thought I’d never be able to do.

The benefits we have at TPP are fantastic, for example, we have regular company social events that allow us to get to know everyone.
Summer Internship 2019
- Software Developer

**THE ROLE**

The summer internship is for university students who are going into their final or penultimate year. Working alongside our Software Developers you’ll get the opportunity to work on exciting new projects, developing cutting-edge software. Our interns typically join us for 12 weeks but we are flexible on duration and start dates.

Our Software Developers work on a wide variety of projects as part of an agile development environment. Interns are involved in the full software cycle and work closely with all teams across the company as they scope out new projects and design, develop and deploy our solutions.

In the past, interns have worked on projects including:
- Development of iOS and Android apps for patients and clinicians
- Technologies to aid in public health and clinical trials
- Writing a new platform for sharing clinical tools
- Integration with Apple's HealthKit
- Artificial Intelligence in healthcare

**REQUIREMENTS**

- 600 or above in Gaokao Science
- 560 or above in Gaokao Arts
- GPA of 4.0 or above
- 39 or above in the A-Level

**International Equivalents**

- Minimum of A*AA at A-level (including an A* in Maths)
- GPA of 3.5 or above

**SALARY**

£24,000 pro rata

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**Fran**

I first heard about the company when I attended an event in Oxford, and found out about the summer internship. I had only done an eight hour course learning Python, so wasn’t sure if I would know enough, but I was given some code to talk through during the interview, and they offered me the internship!

In my first week, I was working with another intern on the check-in screen that patients use when they arrive in a GP surgery. Starting to write code so soon was brilliant; it was what had attracted me to the job and it was good to know that I wouldn’t be spending my time fetching coffee! It was great to be given so much responsibility. I loved getting to see the project through from start to finish; knowing that patients across the country would benefit from the code I’d written.

**Molly**

I study Human Resource Management at university and was keen to do a placement that would give me a better grounding in the HR world to help me achieve future success. I believe my time at TPP has done just that.

Placement students work together and have daily meetings to discuss and share their workload. If I ever need help then support and guidance is available as soon as I ask. The flat hierarchy means my opinions as a placement student are just as valued as everyone else’s.

I worked with every team in the company. One day I could be supporting the developers during a software release; on another I could be working alongside the CEO ensuring a VIP visit ran smoothly.

At first I was nervous about the change from student life and thought I would feel lonely moving away from university. However, this has not been the case at all – everyone at TPP is so friendly which makes for a great working environment. There are plenty of opportunities to get to know people from every team in the company. The social events – company walks, pub Fridays, sports teams and parties – are a great way to do this.

My time at TPP has really helped me grow as a person, after just a few weeks family and friends were commenting on how much more confident I was. This experience has been amazing and I will always be thankful for my year here.
Benefits & Rewards

- £200 birthday meal allowance
- Sailing trips
- Parties
- Massages
- Paid bar tab
- Friday breakfast
- Complimentary fruit
- Fantastic holiday entitlement
- Guitar lessons
- Yoga sessions
- Sports teams
- Private dental cover
- Pension scheme
- Cycle to work scheme
- Discounted gym membership
- Private health cover
- Opportunity to travel
- Onsite parking
- Eye tests
- Travel insurance
- Life insurance
- Discounted phone contracts
- Showers
- Regular pay rises
TPP’s offices are based in Horsforth, a vibrant suburb of Leeds. It is the third largest city in the UK and one of the fastest growing. Leeds has a bustling city centre with shops that cater to all tastes, from high street stores to alternative boutiques. It also has a fantastic music scene. As well as the famous Leeds Festival, there’s a great variety of venues from small bars to large arenas that attract performers from around the world. Leeds boasts a number of theatres, opera houses and cultural venues, with Opera North and Northern Ballet based in the city.

It’s easy to escape into the great outdoors – the Yorkshire Dales are very nearby, the Lake District only a couple of hours away and the coast close enough for a day trip. There are loads of great places to go hiking, climbing, sailing, kayaking and mountain biking. The annual Tour de Yorkshire cycling event has followed in the footsteps of the Yorkshire stages of the Tour de France. Local Olympic athletes the Brownlee brothers have helped inspire a vibrant road cycling and triathlon community.

Many TPP staff are active members of local sports teams, both socially and at competitive levels. There is a very strong cricket, football, rugby and hockey scene in the local area. There’s also plenty of sporting events to attend, including Ashes cricket at Headingley.

Horsforth is ideally placed between the city centre and the start of the Yorkshire Dales to the north, and has scores of different bars, pubs and restaurants.
How to Apply

How do I apply?
To apply, go to www.tpp-uk.com/careers, choose the job you are interested in, and click “Apply Now”.

Some roles require you to complete an aptitude test booking form and others will simply require you to fill in a form with your basic details.

I am interested in more than one job role, what should I do?
If you are interested in more than one of the available roles, then you only need to apply for the role you are most interested in – just let us know on the top of your aptitude test, or in a covering letter, what other roles you would like to be considered for. We’ll then take this into account throughout the application process.

If one of the roles you are interested in is the Software Developer role, please ask for the Software Developer paper during your aptitude test.

What information should I include in my application?
In addition to the information requested on the application form, we may ask for a copy of your CV to support your application – your CV should include all your academic qualifications from GCSE level to your degree classification or predicted classification. If you have international equivalents please include these. It’s also a good idea to include some information about what you like to do in your spare time.

I’m still studying – when can I apply?
As long as you are in your final year and know your predicted grade we can still take you through the application process. If you are successful, you will have a job ready and waiting for you when you graduate. Alternatively, we also offer placement positions for students looking to complete a year in industry and a summer internship programme for aspiring Software Developers.

I don’t have the required grades, can I still apply?
Each job role has specific grade requirements listed – you really do have to have these qualifications in order to apply for that job.

I do not currently have a visa permitting work in the UK. Does TPP have a sponsorship licence?
Yes, TPP are able to offer Tier 2 sponsorship for international applicants with a degree. The visa application process will be discussed with successful applicants.