



# The Ten10 Academy

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## Ey up!

What's that? You love problem solving? **Great.** Ever thought about a progressive career in the Technology industry? You don't need any knowledge or a background in Technology to succeed at Ten10. Let's close the digital skills gap **together.**

Ten10 offers a unique opportunity to explore an exciting future in technology for people from any background. Become a qualified and experienced Software Tester / Business Analyst / Developer / Cyber Security Analyst / Project Manager / Service Desk Analyst / DevOps Engineer with accelerated career progression within one of the world's most exciting industries. We design, develop, test and launch different apps and systems every day; it's our job to build the best quality tech for our clients and due to the ever-evolving nature of the technology industry, the demand for talent is ever-growing and career development is vast.

Every month there are up to 100,000 vacancies in technology and digital roles – with not enough people to fill them. The Ten10 Academy seeks to close this digital skills gap – providing you with a role in technology, teaching you not just the skills you would find in a textbook – but the practical techniques and hands-on experience you need in order to do the job!

**Honestly,** you don't need a techy degree or background to excel; 77% of people who have joined the Academy come from a non-Computing background. We are simply looking for people who have an interest in the Technology industry, like collaborating in teams, enjoy an energetic and adaptable environment and have an aptitude for learning. We need people who will focus on the future and take the initiative, because ultimately, you will determine their own success story - we're simply here to help you do it!

During the recruitment process, we'll tap into your natural aptitude for Tech too, so you can get a taste of whether this is the industry for you.

## Why Ten10?

Ten10 is an established and rapidly growing Technology Consultancy business; we deliver our diverse client portfolio with digital services spanning Development, Testing, Data, DevOps, Service Desk, Project Management, RPA and Business Analysis. We will give you the knowledge, tools and environment to empower you to become the best you can be in a creative and trusting workplace.

Ten10 (and the wider world of Tech) is a constantly evolving, fast paced and dynamic environment where we promote a transparent working culture and hard work is rewarded and appreciated. Our culture is very open & friendly and rewards personal performance.

## What will you be doing?

The Academy follows our structured 'Learn IT, Grow IT, Live IT' model across a two-year programme.

### Learn IT

You'll begin with a short online course that teaches you the fundamentals of computing, AI and what to expect during training. Next comes 'core' training, which is an intense 5-week course delivered by our training team (who have all worked as Ten10 Tech Consultants previously). Core training is an introduction to a lot of different technologies, tools and mindsets that are applicable to multiple roles in the technology industry; this means that you'll have the opportunity to explore and reflect on what you're naturally good at and what you enjoy; so, we can figure out together what sort of roles would be suitable for you in the future.

You'll move into our (free) Academy accommodation for the first 2 weeks of core training to ensure you have the opportunity to thoroughly embed in Ten10 culture, get to know your team and mentors and we can assess your learning style but will have the option to move home and learn remotely for the remainder.

After core training is completed, you'll have a week off training to meet with your assigned career mentor to discuss the areas of Tech you've found you love and want to explore further, and you will apply for a place on a further training stream that's suited to you.

**Stream 1 – Change Management:** Teaching you the skills to become a Business Analyst, Project Manager, Service Desk Analyst, Software Tester or RPA Analyst.

**Stream 2 – Platform Engineering:** Learn about DevOps and Artificial Intelligence, you could go on to be a DevOps Engineer or Cyber Security Analyst.

**Stream 3 – Data:** Deep dive into data and learn the skills needed to be a Data Analyst, Machine Learning Engineer or Business Intelligence Analyst.

**Stream 4 – Software Engineering:** This stream is delivered face-to-face from our Leeds office, you'll learn about test-driven Development, Programming and specialise in a specific language, setting you up for success as a Developer or Technical Tester.

### Grow IT

Next, you'll have some time for further upskilling and development via self-driven training, lets focus on YOU, would you benefit from some further 1-2-1 training? Would you like to become certified in something? Ten10 will fund your self-development and industry qualifications and you'll have a mentor to bounce ideas off.

### Live IT

After your training is complete, you will begin work on a real time project with one of Ten10's clients (with lots of support!). We'll work with you to determine which type of client placement

would suit best (based on your interests, your preference for working environment, skillset post-training and client demand). Our clients include fashion brands, market-leading retailers, departments of the British Government, professional services organisations, charities, healthcare providers, law firms and financial institutions. Our clients are industry leaders and based across England and Scotland; relocation may be required – but we support you with that financially and pastorally.

Gain valuable hands-on experience, take advantage of the continued training and development opportunities, be mentored by industry-leading professionals, and jump headfirst into the Ten10 social scene! Live IT is a continuation of your learning journey, we believe that hands-on experience is the best way to build your skillset. As the two-year Academy comes to an end, you may choose to continue your career with Ten10 in our consultancy or be offered a permanent role with your client.

## Perks and Benefits

- £400 monthly bursary during training, with the offer of free accommodation (& bills). Once you've passed training and begun work, your starting salary will be between £23,000 and £26,500 with six-monthly pay increases to support your accelerated career progression and you can expect to be earning a minimum of £40,000 after 2 years
- We love a party, and know how to throw one properly, with a graduation bash at the end of your training, a large summer and Christmas events as well as sporadic celebrations and trips throughout the year
- Quarterly and annual awards to recognise greatness
- Various charitable initiatives throughout the year, get involved!
- Free refreshments, fruit and 4pm Friday office drinks
- The opportunity to work with a variety of industry-leading, well-known clients across the UK from varying industries (such as: retail, gaming, financial services, professional services, legal, the government)
- Constant support and care from day one – a designated career mentor, a line manager, course trainers, Academy buddy scheme and the Academy Wellbeing Team
- Regular social meetups across the country with colleagues
- Laptop, learning tools and tech kit provided
- Contributory pension scheme, life assurance, sick pay scheme, Medicash healthcare, Bike2Work scheme, relocation support, travel and moving house loan
- Ten10 Stars: you're gifted 'stars' every month to give to your colleagues for being amazing! Work hard, receive
- stars, save them up and cash them in for retail vouchers, a charitable contribution or a PayPal balance transfer.
- £20 monthly gym membership contribution

## Ten10 & You

Ten10 is a successful, fast-growing technology consultancy with our people at the heart of everything we do; it's the perfect time to join us and kickstart your career in one of the world's biggest industries.

You don't need to tick any 'technology' box to be part of the team, take everything you think you know about the industry and throw it away; everyone is welcome, and everyone has something unique to offer.

We'd like you to join our team, where your voice will be heard, and your involvement will be valued; Ten10 will be even better once you join us!

We can't wait to meet you!