



We Are Meridian IT



www.meridianit.co.uk

Our Ethos

“Virtually **CONNECTED –
Seamlessly **SUPPORTED** –
em**POWERED** Experience”**

We believe in an inclusive culture to drive our innovation. Our employees have always been at the heart of why we are so successful in our industry.

At A Glance

Meridian IT

We Offer a Total Reward Package

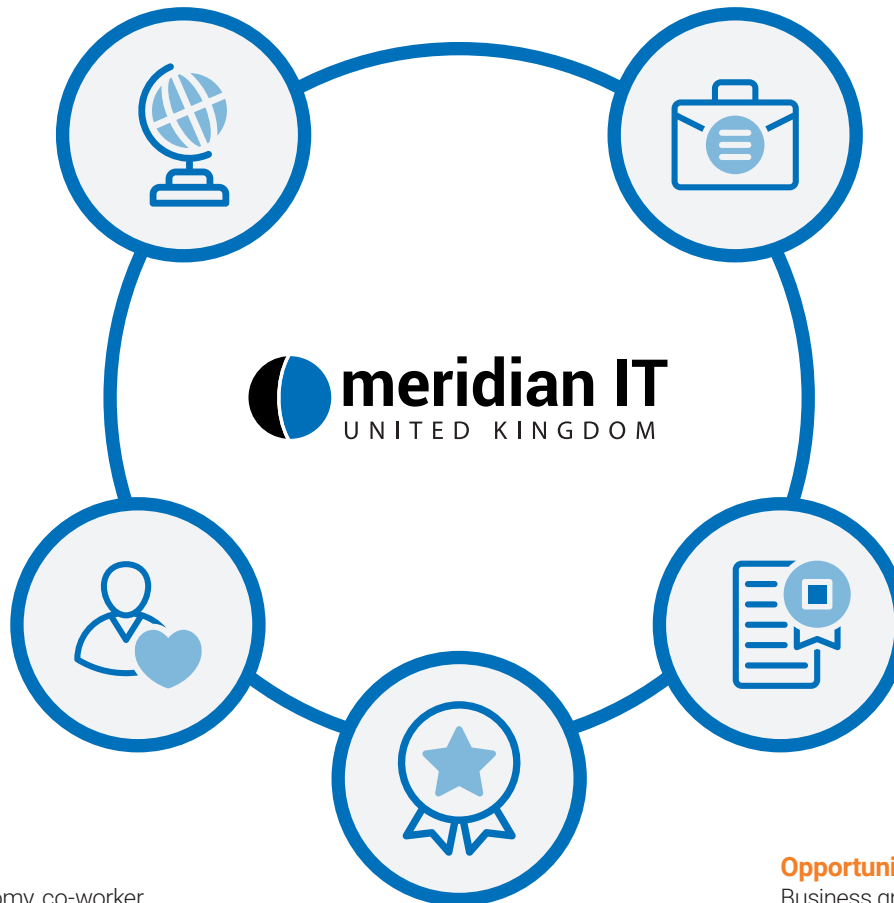


Organisation

The UK team are a highly skilled small team able to effectively retain flexibility and have the gravitas & security of being part of a large global organisation.

Work

We recognise & openly encourage a healthy work-life balance by matching the right skills to our business activities. We actively listen to one another which drives positive employee impact & respect.



People

Open dialog, self-autonomy, co-worker support & trust are at the heart of our success. Maintaining positive team spirit & relationships are very important to us.

Rewards

Our benefits are designed to suit our employees daily lifestyle requirements. We operate an enhanced annual leave benefit & regularly review pay to be fair & equal based.

Opportunity

Business growth is managed by a risk based approach for long term stability. We openly encourage continuous learning & development to build knowledge & expertise that drives our innovation & customer value.

Organisation



Meridian IT are a leading organisation specialising in IT Managed Services, Software Development, Cloud Hosting, Cyber Security, and IT Infrastructure to highly regulated international customers spanning across the Financial, Manufacturing, Engineering, Retail & the Public sectors.

Our Vision:

**‘Unlock the Promise
of Technology’**



Our Mission:

Listening to you enables us to align our services to your business strategy. This alignment allows Meridian to focus on planning, optimising, and managing your technology investments to unlock the results, experiences and outcomes you need for your future.

Our Values:

**Trust - Innovation - Outcome Driven -
Accountability - Globally Collaborative**

Meridian IT have clear Business Code of Conduct policies and ethics in place to protect against anti-bribery and modern-day anti-slavery; and improve diversity & inclusion, equal opportunities, and sustainability. We are proud to be a global carbon neutral organisation, the first in our industry.

We like to keep our business transactions and activities highly professional, respectful, transparent and intentional, balanced against a healthy informality of employees to 'be themselves' through empowerment and working comfortably either in a hybrid or remote environments.

People



We are careful to select the right people to join our team for maintaining a culture of trust and respect coupled with being highly skilled in their field, this is important for a healthy team spirit and happy working.

Yes we are all busy and yes our days are filled with multiple activities to do; this is balanced with co-worker support, self-autonomy and empowerment to ensure everybody is effectively engaged.

We care about one another's welfare and we care for the quality of work we produce as a collective team. This is reflected back in our high customer retention and satisfaction rates, low staff turnover and high employee survey results.

Meridian IT UK are a flat structural organisation avoiding potentially timely decision making and unnecessary hierarchy whilst encouraging ideas, creativity, motivation and innovation.

We hold two main off-site events a year to provide our whole company getting together, socialise and relax.

Our line managers actively encourage their teams to exceed in their responsibilities and allow the credit to be openly recognised for 'work well done' on an individual basis. We believe in an empathetic leadership style where people truly feel like they belong.

Opportunity



However you wish to progress within Meridian IT we will continue to support you and encourage you to keep your skill levels valid to industry and role requirements, which is particularly important to us.

Our line managers will discuss your career aspirations and training needs with you to encourage self-development, be self-autonomous in your performance goals, and to align with new opportunities planned. We will always keep you informed of business plans and innovation for full transparency to align your skills and knowledge.

We encourage an entrepreneurial approach to further your career with us, by this we are committed in supporting our employees in:

- Getting involved in Global cross-project activities, implementation programs and various internal initiatives.
- Evolve with the company by upskilling your knowledge and experience to grow with the organisational changes.
- Carve your own career path by maintaining continuous learning, become the 'go-to' expert in your field and stand out from the crowd.
- Cross-train with your team members to maintain flexibility, diversity and adaption in your skills.
- Generate ideas to improve our services, products and ways of working. If you feel you can take on an extra project or be involved in a Global group to make your ideas come to life, we will support you.

Rewards



We offer a flexible benefits plan and rewards in line to our employees daily lifestyle and diversity:

- Employee Assistance Programme (EAP) – confidential mental health & homelife support by trained counsellors
- Virtual 24/7/365 GP appointments
- Health and dental cash plan
- Discount & Reward Store (such as subsidised gym memberships, discounts at major restaurants, retailers, supermarkets and more+)
- Paid working day off for your birthday
- Blended working approach
- Free tea & coffee in our offices
- Annual company bonus scheme
- Annual company events
- Enhanced annual leave
- We review salaries and compensation packages annually to ensure pay is equal, fair and consistent to the industry.

Work



We offer a flexible approach to our work environments where all employees work either on a hybrid basis or fully remote. We limit business travel and accommodating vast office space when work activities can effectively and productively be carried out regardless of where a person resides within the UK.

We believe that innovation, creativity, motivation and engagement is at its highest when the employee is in the most comfortable and safe work environment for them.

Clear communication, active listening, teamwork and visibility is equally key to business success when a team is spread so widely, therefore we encourage physical conversations using video technology and being mindful of colleagues workloads through efficient shared diary management.

Our line managers are keen to understand our employees individual welfare and promote a healthy work-life balance, particularly through peak and busy times.

Skills, competence levels and knowledge are accurately understood formally and aligned to appropriate business activities, we encourage empowerment and trust for positive job impact.

Recognition is provided in multiple ways, first and foremost we believe in the power of an honest and sincere 'thank you' being important for a job well done. In addition we also have a diverse programme in place to acknowledge employees achievements from commission plans to invites to prestigious events, and more.



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