

 PRAGMATIQ

Culture & Careers

DELIVERING BUSINESS SOLUTIONS TO
ACHIEVE FUTURE SUCCESS



WHO ARE PRAGMATIQ?

Pragmatiq is a Microsoft Gold Partner, designing and developing bespoke solutions for businesses to meet their needs and aspirations.

We work closely with businesses to understand their challenges, systems & processes, and both current and future business objectives & goals. From this, we are able to advise on the best solution for their requirements, whether that is a Bespoke CRM, custom-built application or another technology solution.

The solutions we design, develop and implement leverage Microsoft Dynamics 365 and the Power Platform, and are all fully customised around a businesses unique needs.

We also offer:

- Dynamics 365 / Power Platform Training
- Managed Service Support Helpdesk
- CRM Project Recovery (getting an under-performing system back on track)
- Power Platform Consultancy (purchase a block of 5 days to use on Power Platform services, such as scoping, delivery of an application / solution / dashboard / etc, training, consultancy, support, and more)

Over the years, we have implemented solutions for a variety of clients, such as those for a financial services organisation, healthcare training provider, mental health organisation, social care provider and membership organisation, to name but a few.

As a Gold Partner, we also hold the highest certification available for Microsoft Partners, demonstrating our commitment to delivering the best service for our clients, the skill level of our technical team and our experience implementing successful projects across the Microsoft eco-system.





CULTURE AND CAREERS

At Pragmatiq, our team members are at the heart of our business and as we continue to grow, we are always looking for innovative and driven individuals to join the business.

We have a clear purpose that everyone is working towards and are seeking individuals that share our passion and want to drive the business forward. We consistently foster, nurture and reward talent to ensure we always deliver the highest quality service for our clients. In return, each Pragmatiq employee receives a range of benefits, is part of a supportive culture, experiences ongoing training and mentorship from both the leadership & wider team, and more.

OUR CULTURE

We are all about balance at Pragmatiq. The team enjoys regular social events outside of work and you can see some of our highlights here...





THE PRAGMATIQ OFFICE

We are all about balance at Pragmatiq. The team enjoys regular social events outside of work and you can see some of our highlights here...



The Pragmatiq office is based in the heart of Milton Keynes, a 10 minute walk from the train station and Centre:MK. Our offices provide a bright and modern environment for working, with a central landscaped courtyard to socialise, play table tennis and a visiting street food track every Friday. We have access to secure bike storage, showers, changing facilities and lockers.

On the edge of the complex you can also find Out of Office, providing breakfast, lunch and great coffee, as well as Thai Modern Restaurant serving authentic cuisine.





THE BENEFITS

As well as your salary, Pragmatiq are pleased to be able to offer you the following benefits...



Health & Well-Being

We care deeply about our people at Pragmatiq. We have a variety of benefits that support health & wellbeing such as:

- A health & lifestyle benefits package – money back on everyday healthcare costs such as Dental, Optical and Physiotherapy, access to 24/7 Counselling and support helpline, a direct line to a doctor via phone or video chat, online health assessments and deals and discounts from great brands
- Private health insurance with Aviva
- Mental-health support – We work with Arthur Ellis: Mental Health Support to hold regular awareness sessions, to look after both yourself and your team members mental health



Training & Personal Development

We are committed to training and progression at Pragmatiq, giving everyone the opportunity to succeed.

- Up to £1,000 worth of training and certifications paid per year – All of our employees are encouraged to undertake regular training and accomplish certifications in line with their job role, to ensure we are delivering to the best standards for our clients
- Dedicated weekly education hours – Throughout the business we prioritise training each week and dedicate set education hours to this
- Employee Self-Improvement Scheme – £500 to spend against personal learning and development activities such as a gym membership, cooking classes, language lessons, to name but a few



Giving back to the community

Pragmatiq is proud to support a variety of local charities and organisations through different activities. We regularly organise fundraising activities to support a charity in need, and everyone in the business is allocated one volunteering day a year to give back and make a difference.



Social

With people at the heart of everything we do, we believe that our people should be rewarded and recognised for their outstanding achievements and efforts. It is also important to us that our team get to know each other, whether you are in the office or working remotely.

- Weekly meetings – Every week we have a virtual weekly meeting to catch up as a team, discuss important points and share recognition across the business
- Quarterly social – At the end of each quarter, the whole team gets together in person for a presentation and some fun. We have done activities like hoverboarding, a spa evening, bowling and go-karting, with plenty more to come
- Regular get-togethers - Amongst the team, we regularly organise activities to get together and have fun after work. Things like our pizza & games night or grabbing a bite to eat and a few drinks, are great opportunities to get to know each other



Other great benefits

We strive to make Pragmatiq a great place to work and alongside the benefits listed above, also offer the following...

- £200 to spend on home office equipment
- The opportunity to work from the office or home
- Competitive salaries
- Laptop
- Birthday off work
- 30 days including bank holidays, rising to 33
- Buy extra 5 days leave, or be paid for 5 days less leave
- Walking meetings





OUR VALUES

Since the company was founded, we have worked hard to develop and maintain a strong company culture and supporting values. Our values embody who we are and underpin everything we do as a business. Additionally, they help us to ensure all activities and initiatives related to hiring, promoting, development and reward are aligned.



Be 'Pragmatiq'

Providing the best possible technology and practical considerations to help a company thrive.



Demonstrate excellence in everything we do

There is an uncompromising standard that we aim to achieve in all that we do within the business.



Approach challenges with a 'can do' attitude

Solving problems is critical to both ours and our customers' success. When faced with each challenge, we approach it with a solutions-focussed mindset to get the 'job done' successfully.



Be a team player with a collaborative mindset

Believing great ideas come from everywhere. We seek to create an environment where the best ideas, regardless of their source, have a chance to flourish.



Go the extra mile

We strive to be the best and at times this means we are willing to push a bit further to ensure a successful outcome.





What our employees say...



Alex Allen
Technical Consultant

“Everyone in the team is so friendly and accepting. It’s the kind of team I look forward to working with every day.”

Jessica Compton
Marketing Manager

“Over the last 4 years, I have worked my way up within the company and the support I have received along the way has been fantastic. It is evident that Pragmatiq put a significant focus on training and development.”



Brendan Sykes
Solution Architect



“There is a strong focus on delivering high-quality implementations for our clients, that span across a variety of industries. In turn, the work is really rewarding and our customers are good to work with.

Additionally, unlike a lot of similar companies, there is a good investment in internal systems, ensuring we are working in the best way possible.”



What our employees say...

Nicholas Metcalfe Technical Delivery Lead



“Pragmatiq has fully embraced a culture of internal progression where if you show you are hard-working capable then you will be progressed, no matter your age.

For example, I joined Pragmatiq just over a year ago as a Junior Technical Consultant, and since then I have had several promotions to the point where I am now leading a team of technical consultants and recruiting for more.

Throughout my journey I have been fully supported, with my individual ambitions regarding my future within the business being considered to create a bespoke progression path for me. Pragmatiq is an excellent place for a young professional to start a successful career within an exciting technology industry.”

Jake Middleton Technical Consultant

“I can’t speak highly enough about the management, work culture and everyone who makes up the company. The help and support offered at Pragmatiq is fantastic.

When I joined the company, training was (and still is to some extent) at the core of my day-to-day working life and any issues I have faced has been met with enthusiastic guidance. It also had worries about assimilating to a new team initially, especially having joined during the Covid-19 pandemic. Every single person here has made me feel welcome and part of the team, and has made the transition super-easy.”





Interested in working at Pragmatiq?

Email - careers@pragmatiq.co.uk

Phone - 01908 038110

Website - www.pragmatiq.co.uk

