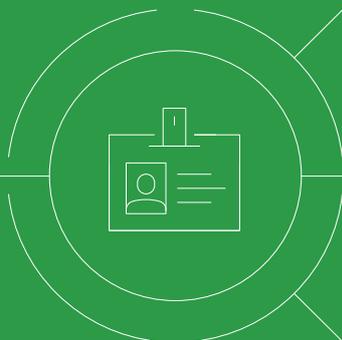




SYNECTICS  
SOLUTIONS

SYNECTICS SOLUTIONS

# CANDIDATE PACK





# ABOUT US

## WELCOME TO SYNECTICS!

I'm thrilled you're considering joining our innovative team. At Synectics, we thrive on creativity, collaboration, and pushing the envelope.

We are always looking to hire smart people to build on our culture of teamwork, continuous learning, and celebrating each milestone we reach.

We have some of the best minds collaborating within highly dynamic teams.

We are investing heavily in our future. We are deploying our capital and resources to expand into new markets. We are building more capabilities for our existing solutions using the latest technology. We are ensuring our data and solution-led products maintain our market-leading edge to accurately assess risk and prevent financial crime.

If you're driven by tech, eager to disrupt the status quo, and ready to make a dent in the universe, you've found your role.

Thanks for exploring opportunities with us, I can't wait to see the incredible things we'll achieve together!

**Richard Wood (CEO)**



At Synectics we create bespoke solutions that enable private and public sector organisations to truly understand their customers, manage risk and prevent fraud.

And we do it well - to date we've helped to save over £5 billion.

What began with a marketing database for the Rover Group, with a handful of staff in a small office, has grown to become a diverse range of award-winning, data-driven solutions deployed in 15 countries for a broad range of clients.

### But what does that mean?

Ultimately, we use data to help our clients make decisions.

### Why do we do it?

From opportunistic to organised, fraud affects everyone. We as consumers pay the price of fraud in every financial or insurance product that we take out.

The use of our products helps our clients avoid risk, which in turn benefits us as consumers. We're not just an IT business, our products have real world impact.

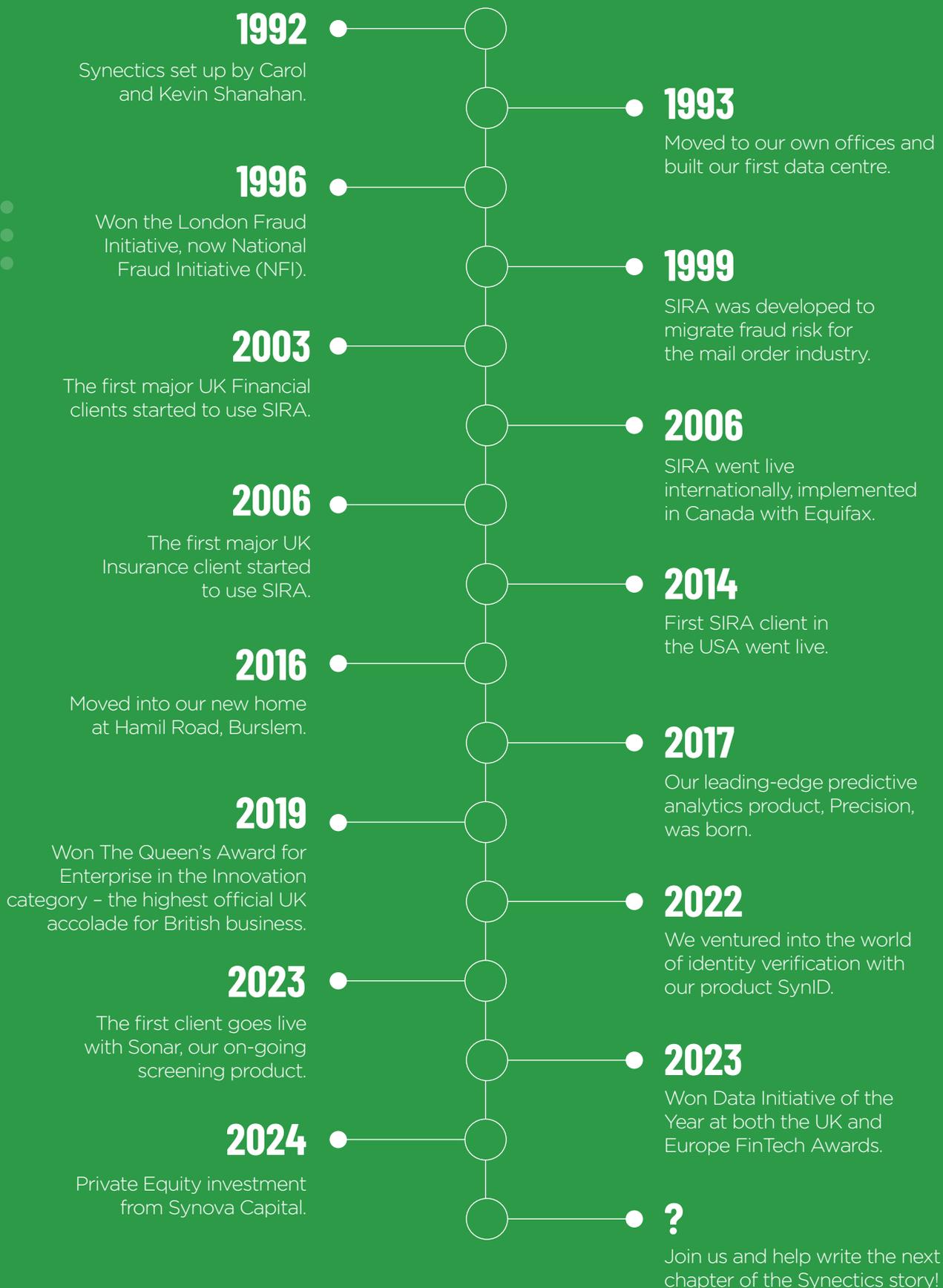
**Join us and shape the future.**

## SYNECTICS DEFINITION

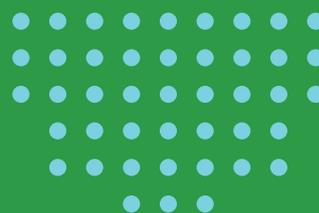
A problem-solving technique which seeks to promote creative thinking, typically among small groups of people of diverse expertise.



# KEY MILESTONES



# KEY SECTORS



**BANKING**



**INSURANCE**



**RETAIL**



**TELECOMS**



**UTILITIES**



**VEHICLE RENTAL**



**PUBLIC SECTOR**



We deliver highly configurable technology solutions to **Private Sector** organisations, to help fight fraud and financial crime across the world.

Our private sector clients include the world's largest insurers, banks and financial service providers, as well as retail, telecoms, utilities and vehicle rental organisations.

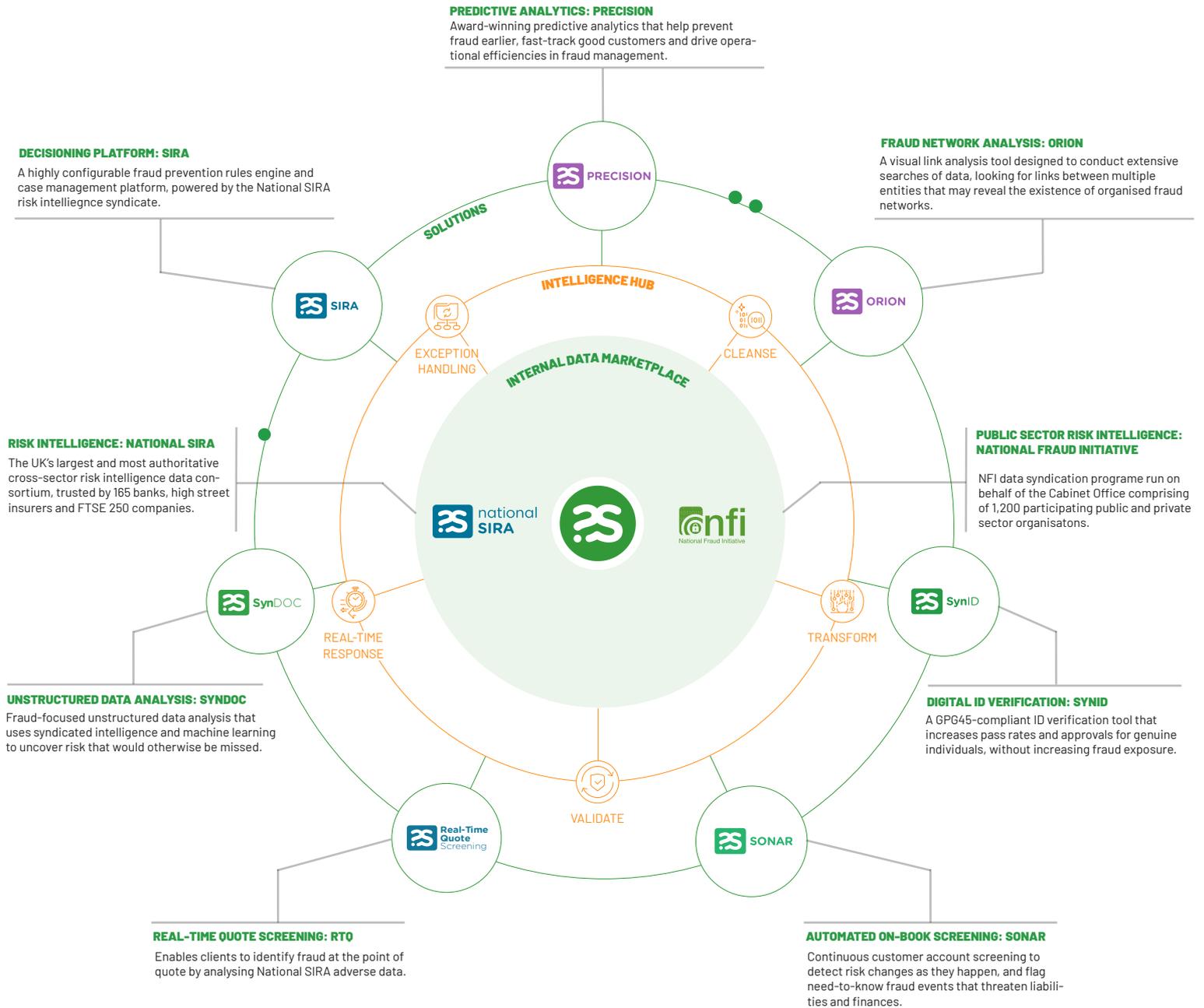
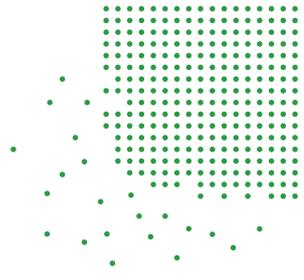


Our **Public Sector** department works with local authorities, government agencies and other public sector organisations to help them reduce losses related to applications for benefits or services.

We've worked with the UK Cabinet Office for over 25 years on the National Fraud Initiative (NFI), and since its inception in 1996, it has helped save members over £1.98bn in fraud and overpayments.



# OUR SOLUTIONS



## CONSULTANCY SERVICES

- SPECIAL INVESTIGATIONS UNIT
- FINANCIAL CRIME ASSESSMENTS
- SOLUTION OPTIMISATION
- DATA INTEGRITY HEALTH CHECKS
- OUTSOURCE DATA ANALYSIS
- SYSTEMS TRAINING



# OUR PEOPLE

We're a team of technical pioneers, creative problem-solvers and fantastic communicators.

In an industry renowned for its formality, rigidity and one-size-fits-all approach we're proud to be different.

Whilst there's a lot for us to be proud of, we don't rest on our laurels.

The success and growth we've built is just the beginning; we continue to innovate, explore new markets and develop new solutions to tackle the new and divergent data challenges that continue to emerge.

This commitment helps us to solve our clients' current and future challenges and enables them to make faster, better decisions and enjoy more success.

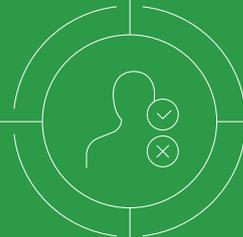
We need people like you to help us shape and develop our future solutions.

## Be yourself. We like it that way.

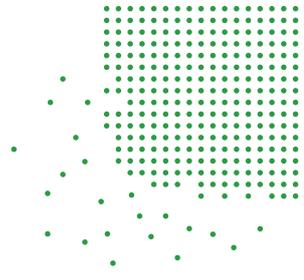
The word Synectics means to bring together a diverse group of people to solve a common problem, a definition we have always felt encapsulates who we are as a business. We pride ourselves on being an inclusive organisation where everyone is made to feel welcome.

We take a holistic approach to diversity and inclusivity and work hard to make sure our values are fully reflected in our policies, approach to recruitment, internal culture, and how we engage with other businesses, educational institutions, and the wider community.

As an equal opportunity employer, we stay true to our mission by ensuring that our place can be anyone's place.



# WHY JOIN SYNECTICS?



## BEAT THE BAD GUY

Fintech for good!

## BE YOURSELF

You're unique, we like it that way.



## WORK WHEN AND WHERE WORKS

The freedom, and autonomy to own your day.

## JOIN THE BEST

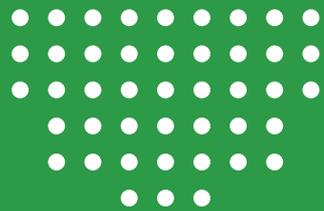
Working together, high performers succeed.



## OWN YOUR JOURNEY

There's more than one way to grow.





# OUR BENEFITS



## Enhanced Annual Leave

Starting at 25 days + Bank Holidays, you accrue days up to 30 but also have the option to top up via salary sacrifice.



## A Flexible & Hybrid Approach

Most roles allow for flexibility in hours and location within our 4W's framework.



## Pension Scheme

You'll be automatically enrolled into our Pension Scheme and receive our 5% employer contribution alongside your 3%, as well as the option to make additional personal contributions.



## Employee Assistance Programme

As part of our Healthcare Cash Plan employees have access to 24/7 online GP, EAP and the ability to claim back on dental, optical, holistic therapies and more.



## Learning & Development

We take your personal and professional development very seriously and have developed a programme of internal opportunities and partner with specialist external providers.



## Cycle To Work Scheme

Receive huge savings on a new bike and accessories, improve your fitness and reduce your carbon footprint with our Cycle To Work Scheme (charges and conditions apply).



## Free Parking

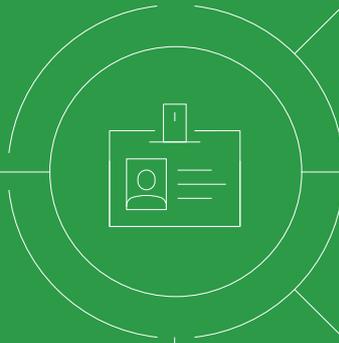
We have ample free parking on-site within a secure compound, and with electric vehicle charging facilities.



## Subsidised High Quality Meals

The chefs at our on-site restaurant, The Coach House, prepare delicious and highly subsidised meals and snacks each day. You can even order a meal to take home!





**SYNECTICS  
SOLUTIONS**

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