

Candidate Brochure



Who Are Quorum?

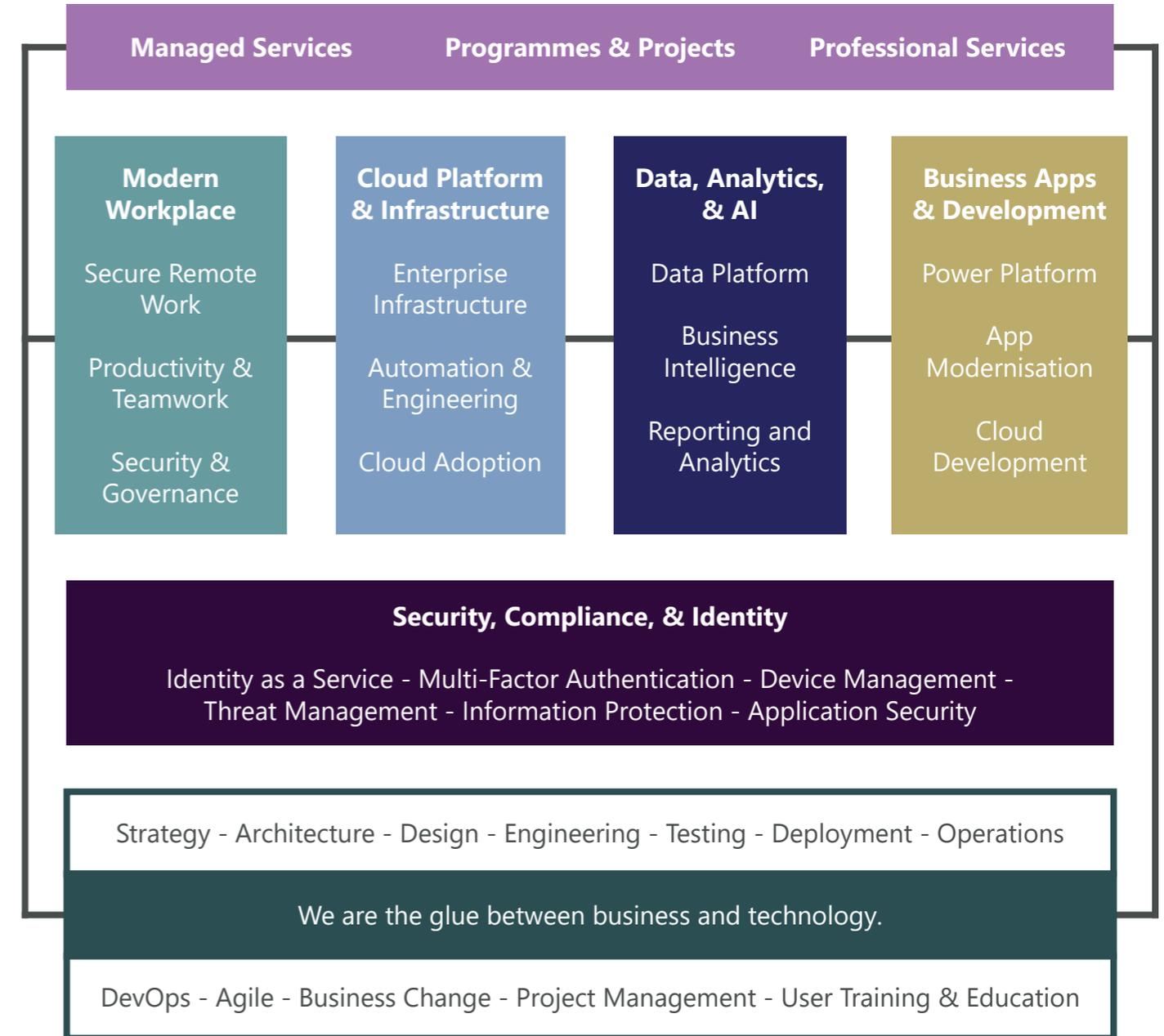
Founded in 1999, we are an IT Consultancy and Managed Services company headquartered in Edinburgh with offices in London. We became employee owned in 2019 to secure the future of the company for our employees and customers.

Our mission has always been to deliver high quality IT solutions with outstanding customer service and care for our employees. We continue to uphold the passion, teamwork, and technical specialisation which sets us apart in this industry.

We're honest, approachable, and transparent; which is why our employees stay with us for so long. Our team is built to perform; we recruit smart minds, we foster learning and achievement, and we are pioneers of new technologies.

Quorum hires each employee very carefully, completing a two-stage interview process combined with a rigorous pre-engagement screening process. During this process, we assess the employee against two criteria: their technical ability, including their appetite for continued learning and development, and their approach to and natural fit with our company ethos and principles.

We aim to hire individuals who enjoy delivering excellence on a daily basis, who will strive to add to our culture and will continue to make Quorum a great place to work.



DEPARTMENT HEADS

AS AN EMPLOYEE OWNED BUSINESS, WE ARE TRANSPARENT WITH ALL EMPLOYEES ON OUR DECISION MAKING WITHIN THE ORGANISATION.

Quorum's relatively flat management structure ensures that employees have clear, daily access to the management team and directors who will work alongside teams on various projects.

Our employees come from a wide variety of backgrounds and we welcome the diversity of knowledge and experience that they bring to the group.



Andy Watson
MD



Charles Scott
CTO



Aileen Clark
Services



James Frost
Data & AI



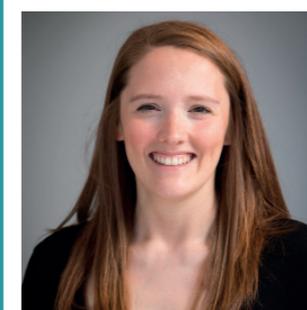
Les Reid
Sales



Colin Ronald
PMO



Jamie Prady
Development



Pam Mundt
Marketing



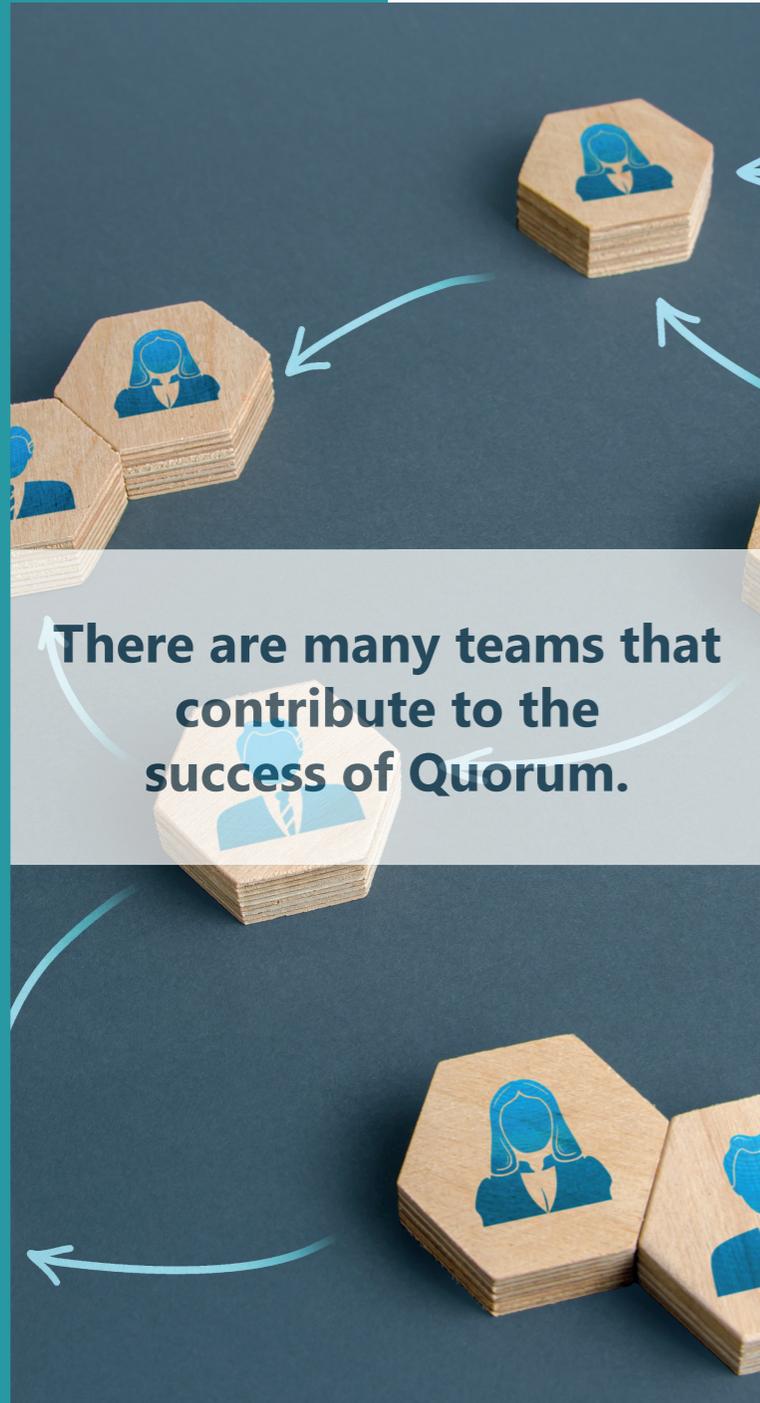
Jackie Begbie
Recruitment



Kenny Inglis
Consulting



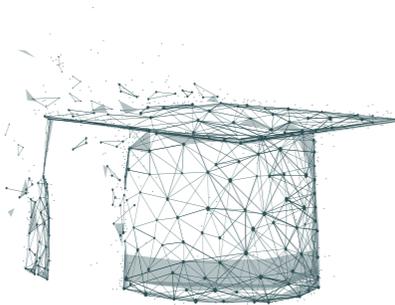
Ruth Kinnear
Operations



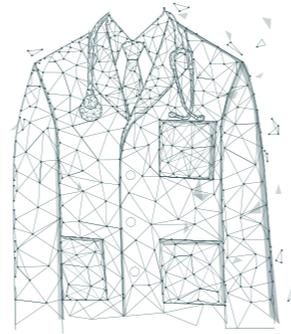
Home Broadband



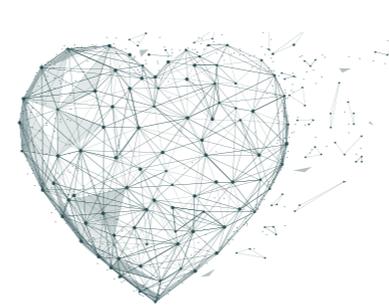
Learning Opportunities



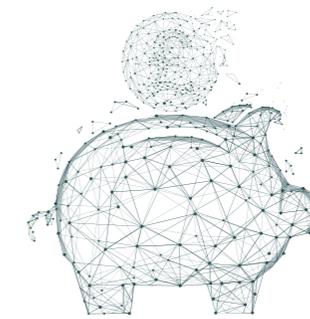
Health Insurance & Life Assurance



Access to free counselling Service



Contributory Pension

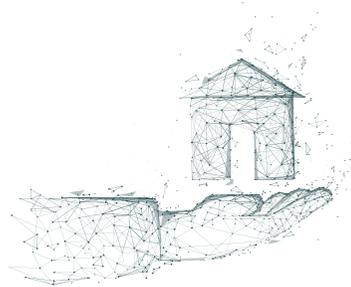


Gadget Budget

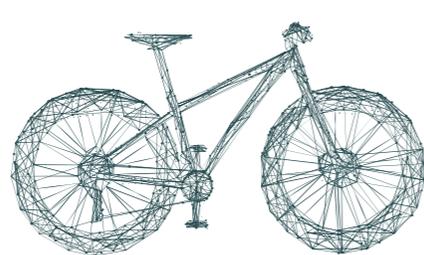


Employee Benefits

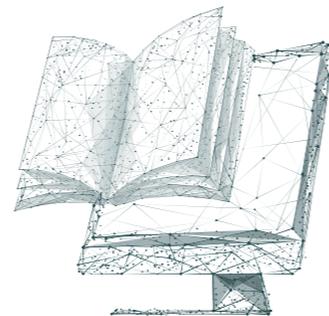
Here are just some of the benefits that you'll have access to when joining Quorum



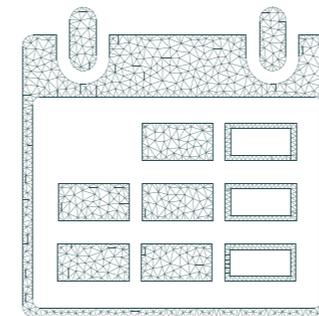
Flexible Working



Bike To Work Scheme



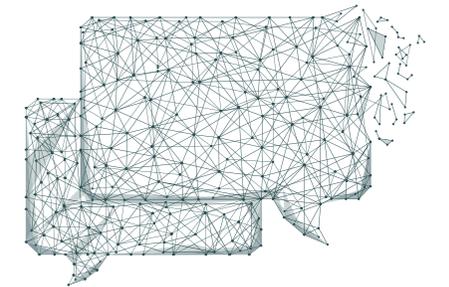
Microsoft Certification Bonus



Holiday Buy/Sell Scheme



Costco Membership



Employee Referral Bonus

Employee Ownership

In 2019 Quorum became employee owned, securing the future of the company for our employees. The move transferred ownership of the company to a trust, which owns 100% of the shares of the company, on behalf of the employees.

This means that the future direction of the company is decided by the employees and not a small number of investors or shareholders and that the Quorum board are held to account.

Every employee automatically becomes a co-owner in the business and remains a co-owner until they leave. There is no need for employees to purchase shares.

We are transparent with all employees on our decision making within the organisation. Our management board meet with the Quorum Trustees of the employee ownership trust quarterly, where we openly share information about Strategy, Risk, Finance and Culture.

The Employee Ownership Trust (EOT), is controlled by a board of directors who fulfil Trustees duties. There are two employee elected representatives, two Quorum appointed directors, and one independent director appointed by the other board members.

We are an ethical company with extremely high internal standards and a strong desire to provide the best possible workplace for our employees.



- We work to reduce our consumption and environmental impact in line with our Environmental Commitment Policy.
- We have signed up to the Living Wage Foundation and provide fair pay to all employees.
- We made a Commitment to the Scottish Business Pledge to support young people towards and into employment.
- We foster a culture of diversity and equality, supported by our Equal Opportunities and Recruitment policies.
- We are a past winner of the 'Scottish Top Employer for Working Families' Awards.
- We are transparent with all employees on our decision making within the company.

Life at Quorum

Back in 2019, as part of the move to employee ownership, we wanted our employees to define our culture and values for the new era of the employee-owned Quorum.

With the company's rapid growth over the previous few years, we wanted to ensure we retained our unique company culture and share what we valued about each other as we continue to expand.

To achieve this we asked each and every employee what they value about working at Quorum.

By defining what our values were, we encourage all our employees to live those values and attract talent to Quorum that also want to work in an environment like ours.

KIND
OPEN
HELPFUL

GOOD
PEOPLE

We TRUST, feel EMPATHY for
and RESPECT one another.



quorum

#OneQuorum

BEING
OURSELVES

We take OWNERSHIP, demonstrate
FAIRNESS and have the FREEDOM
to be ourselves.



quorum

#OneQuorum

WILLING
CAPABLE
RELIABLE

DOING THE
RIGHT THING

We demonstrate INTEGRITY, work
with CONSISTENCY, and give
our clients CONFIDENCE.



quorum

#OneQuorum

FINDING
SOLUTIONS

We are INNOVATIVE, apply
KNOWLEDGE & learning and
ASK FOR HELP when needed.



quorum

#OneQuorum

FAIR
HONEST
AUTHENTIC

SMART
DYNAMIC
CONFIDENT

“65% of employees cite company culture as one of the main reasons they stay in their job.”

-Glassdoor

WINTERFEST
WINTERFEST
WINTERFEST
WINTERFEST

It's not all hard work and no play at Quorum - we like to think of ourselves as quite a social bunch!

Winterfest - A chance for everyone to unwind and celebrate our achievements over the year.

AGM - Whether it's in person or virtual, we gather to find out about the company's performance and strategy, and have a little fun as well.

Summer BBQ - Our BBQ is a time for every 'Quorumite' and their families to relax and enjoy a fun filled day of delicious food and activities.

Conferences & Events - We also send employees to regular yearly events so that they can stay on the cutting edge of technology.



AGM
AGM
AGM
AGM

EVENTS
EVENTS
EVENTS
EVENTS



BBQ
BBQ
BBQ
BBQ



Quorum is an incredibly fun environment with a great culture, employee ownership just adds to that culture and sense of belonging. The people make Quorum.

Pam - Marketing



I love the ethos we have, everyone helps each other and everyone is approachable at all levels. We have a great support network both personally and technically.

Sean - Project Management

Employee ownership means we each own an equal share of the enterprise and this makes for a very positive environment. Everyone wants to help.

Geoff - Sales



Quorum is great to work for, focused on ensuring we are happy and feel valued. It's a great place to learn and take on creative work opportunities. I have really grown in my role through a combination of formal training and immersion in client environments

Chris - Microsoft 365 / Azure consultant



The best thing about working at Quorum is the variety of work, from small issues to large scale projects there are never two days that are the same.

Derrick - Managed Services



I like being in an environment where you can draw on the exceptional insight and knowledge of our teams and leadership at any point and without any push-back or complaint.

Joseph - Business Development



I'm a huge advocate of Employee Ownership and believe it helps ensure that Quorum remains a company that each and every one of us can rely upon in a rapidly changing world.

Rohan - Cloud & Security Solutions



Quorum's culture of continual learning means I've achieved new IT certifications, feel more motivated and have increased confidence in my skills. I would recommend Quorum to anyone who has a passion for technology.

Ben - Cloud Engineer

