



isosec

Transforming and mobilising healthcare

LOVING WHAT WE DO

WHAT IS CULTURE?

Culture is our set of shared beliefs, values and practices.





OUR MISSION

To transform and
mobilise healthcare



WHAT WE DO

We create brilliant software that transforms the way healthcare is delivered by clinicians to patients. A virtuous circle of turning great ideas into shiny software products with rich data feedback. Software that works perfectly in the cloud that can be accessed securely on any device anywhere.



OUR HISTORY

- Isosec was started by Marc and Nigel in 2004 with a background in software products, financial services and security
- In 2013 we moved to our Central Manchester office
- Our software is relied on by over 35 NHS Trusts and 40,000 users
- In 2013 the MIA platform and it's first app were released



“We want to work with great people, who share our values and who make a positive contribution to the development of Isosec as a business. Work is a large part of everyone’s life so it is important that it is enjoyable and worthwhile”

Nigel Elson, Co-Founder



OUR VALUES

- **Innovation** – we turn great ideas into brilliant software
- **Pride** – we take real pride in making healthcare better
- **Integrity** – we treat each other with respect and are always fair, open and honest in everything we do
- **Customer driven** – our customers love us and what we do
- **Happiness and positivity** - we come to work to make a difference and have fun doing what we love with people we respect



*"We empower people to be creative
and come up with great ideas so they
become integral to the company's
success"*

Marc Poulaud, Co-Founder



INNOVATION

- It all starts with smart ideas – we come up with them, nurture them and bring them to life to create truly innovative software
- Our software creates that “Wow, now that is very impressive” or “I never knew we could do that” reaction
- We put a lot of our efforts into research and development to ensure we stay well-informed and at the top of our game
- We reward based on value and contribution



PRIDE

- We take pride in giving the health and social sector the best software tools to make it highly efficient and save money
- We take pride in making the lives of clinicians better
- We take pride in making the lives of patients better
- We take pride in knowing we are the best at what we do



"Personally I want to contribute to this world in a good way. I don't want to work just to earn money or because I am good at it. I want to do something that I like doing, that is challenging AND that I don't need to be ashamed of when someone asks. I want to be proud of what I am working on, I want to contribute in a good way to how our society and world runs."

Matej Šuster, Head of iOS Development



INTEGRITY

- We get together regularly to find out how we are doing as individuals and as a company
- We believe that people work better when they know what they are working towards
- We won't hold anything back - if there's something you don't know - just ask!
- We care more about the work put in than the number of hours put in
- It's all about context, not control



CUSTOMER DRIVEN

If our customers succeed, we succeed. It's as simple as that. We want to be a great company to do business with.

"Working with Isosec has been an absolute revelation. It's been fantastic. They've been responsive to everything we've needed. They've developed and modified the solution as we've gone along. We've really learnt how we can do this together."

Kathy Lanceley, Deputy CIO at Imperial College NHS FT



HAPPY AND POSITIVE

- Being here is great – we love what we do and get a tremendous sense of achievement from accomplishing great things
- We have an informal and casual environment and style
- We have a cool office and great working environment in the vibrant heart of Manchester City Centre
- We are a supportive place where asking for help (and providing it) is a sign of strength
- Everybody is treated respectfully
- We live smarter and with balance



WHAT IS IT LIKE TO WORK
FOR US?
(AWESOME)

“RESPONSIBLE PEOPLE
THRIVE ON FREEDOM AND
ARE WORTHY OF FREEDOM”

- NETFLIX



"Isosec allow me the flexibility I need to deliver great quality software. As a company, we're much more interested in what we're able to do, rather than doing it 9-5, wearing suits and sitting in cubicles"

Duncan McArdle, Lead Web Developer



WE HIRE PEOPLE WHO SHARE OUR VALUES

- Passionate about true innovation
- Motivation and initiative to get things done individually and as a team
- Desire to improve and help others improve
- Curious and inquisitive: question, don't just accept
- Enjoy having fun working with great people
- Want to accomplish great things

