



**Be it. Do it. Live it. Work it.**

# At DealX, we eat, sleep, drink, dream, breathe and live technology.

*Every minute of every day\*.*

## \* Except when we're enjoying downtime

with friends and family, running marathons, running on treadmills, running for fun, enjoying coffee, cycling, navigating rallies, giving back, spending time at the beach, cooking, dancing, dancing Zumba, dancing like no-one's watching, learning, reading (quite a lot), sightseeing, fishing, watching concerts, live bands, live shows, playing guitar, singing, gaming, baking bread, baking cakes, playing touch rugby, meeting new people, folding complicated origami, practicing Jujitsu, going to Meetups, playing football, watching football, predicting football, snowboarding, mountain biking, mountain hiking, hiking in general, catching documentaries, catching reality shows, vegging in front of the TV in general, watching live shows, winning at foosball, playing bubble soccer, farming, being spiritual, playing video games, doing Pilates, challenging others at board games, adventure riding, attending taste festivals and food pairing, coaching children's rugby, paragliding, nature walking, getting together, camping, swimming, drawing, painting, designing, philosophizing, managing events and parties, visiting markets, studying human behavior, researching what makes us tick, gardening, blogging, vlogging, jogging, playing Pokemon Go, crafting, taking part in obstacle races, loving nature, golfing, doing charity work, and occasionally just kicking back and catching our breath.



**We're a fast growing fintech business,  
with offices and clients around the world**

And we've been doing fintech long before fintech became a buzzword

**We're just as passionate  
about unleashing greatness,  
within ourselves and each other.**

Which is why at DealX

**you'll be free to be yourself,  
so you can be **the best YOU**  
you can be.**





You'll have the freedom to do the work you want to do, the freedom to make mistakes (as long as you own them) and the freedom to learn and grow. With many opportunities to do so.

You'll also have the freedom to do the best you can. By being trusted to get on with things, lead yourself and push your own limits, and not having someone checking up on you 24/7.

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**But you'll also be supported, coached, advised and mentored.**

# DealX at a glance

Our global presence enables us to provide 24 hour coverage



You'll find there is more to DealX

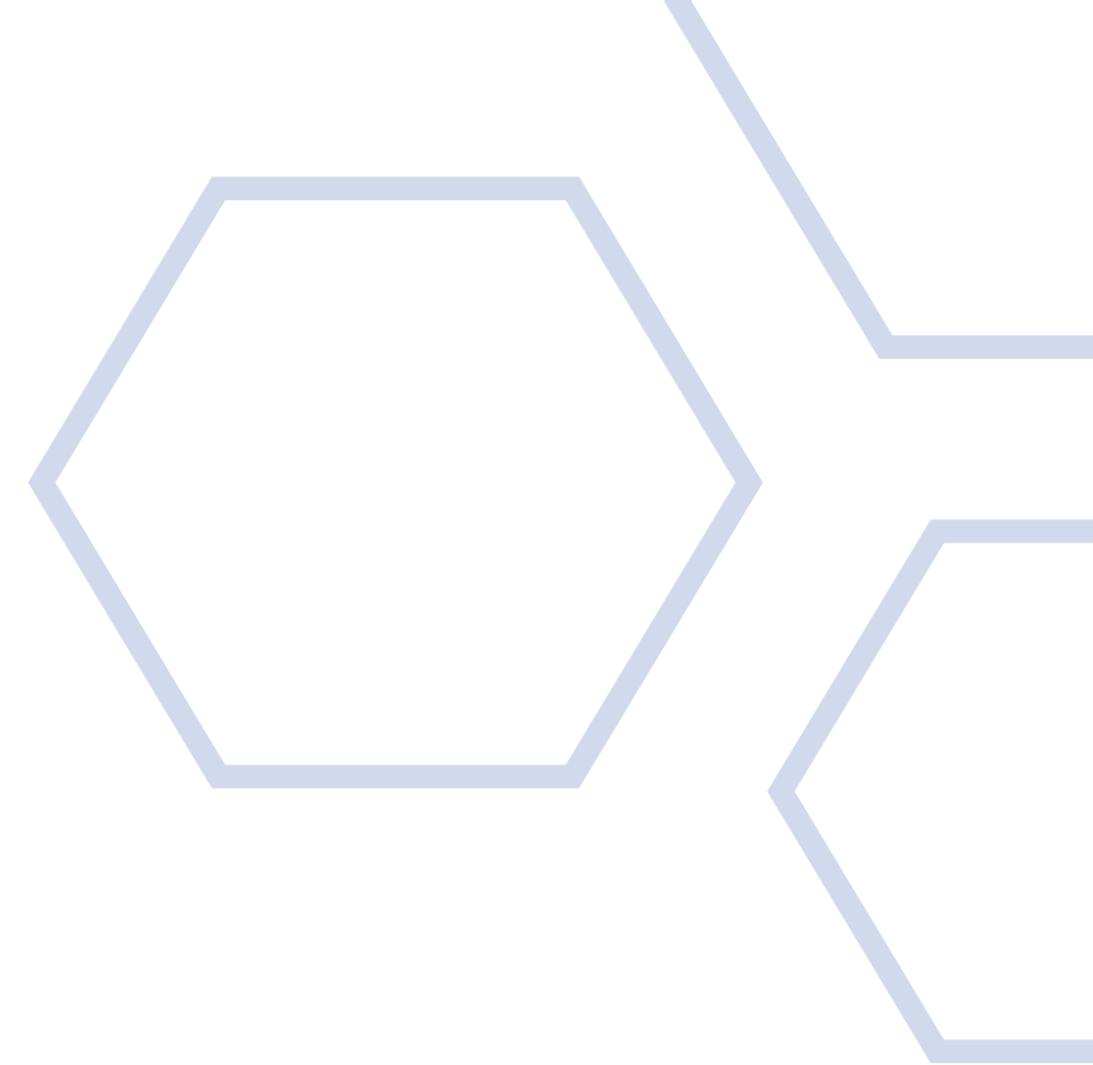
# than a fast-growing global organization

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# **We're a forward-moving, forward-thinking, fast-paced, fast-acting bunch**

The work is always challenging and interesting.  
And so are the people – we mean the interesting bit.





Because we believe in **hiring smart individuals** who are great problem solvers. We're also warm and welcoming, dynamic and excited about what tomorrow holds.

Each day brings with it fresh challenges and opportunities to try new things, learn and grow.

**We tend to grab them.**

# OUR VALUES

You've got mad skills.

But more than that, you've got values.

Values that are the same as ours.

They define how we think, feel and act.

**Know them. Live them.  
Every day. In every way.**

# Communication

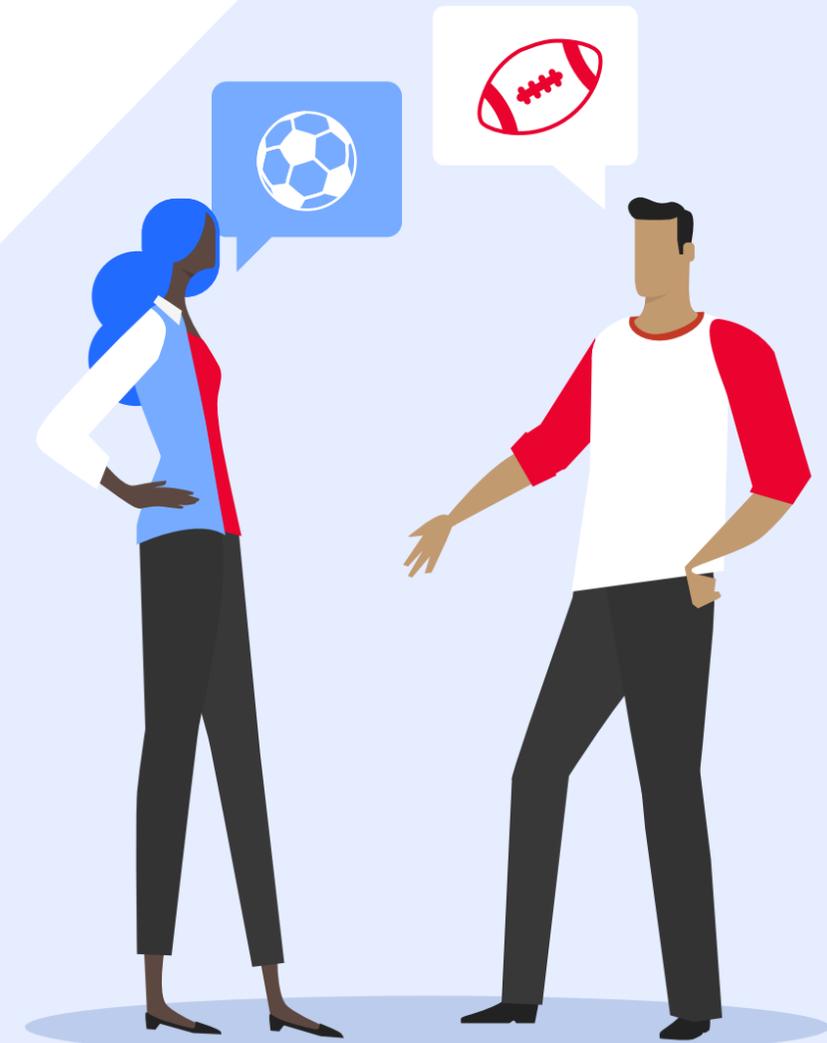
We believe that communication is at the heart of collaboration.

We connect with each other, valuing the diversity of our cultures and backgrounds.

**And our individuality.**

We listen with our hearts and our heads,  
making sure we understand each other and each situation.

We encourage each other to speak and, when it's our turn,  
we are honest and kind, clear and direct.



# Simplicity



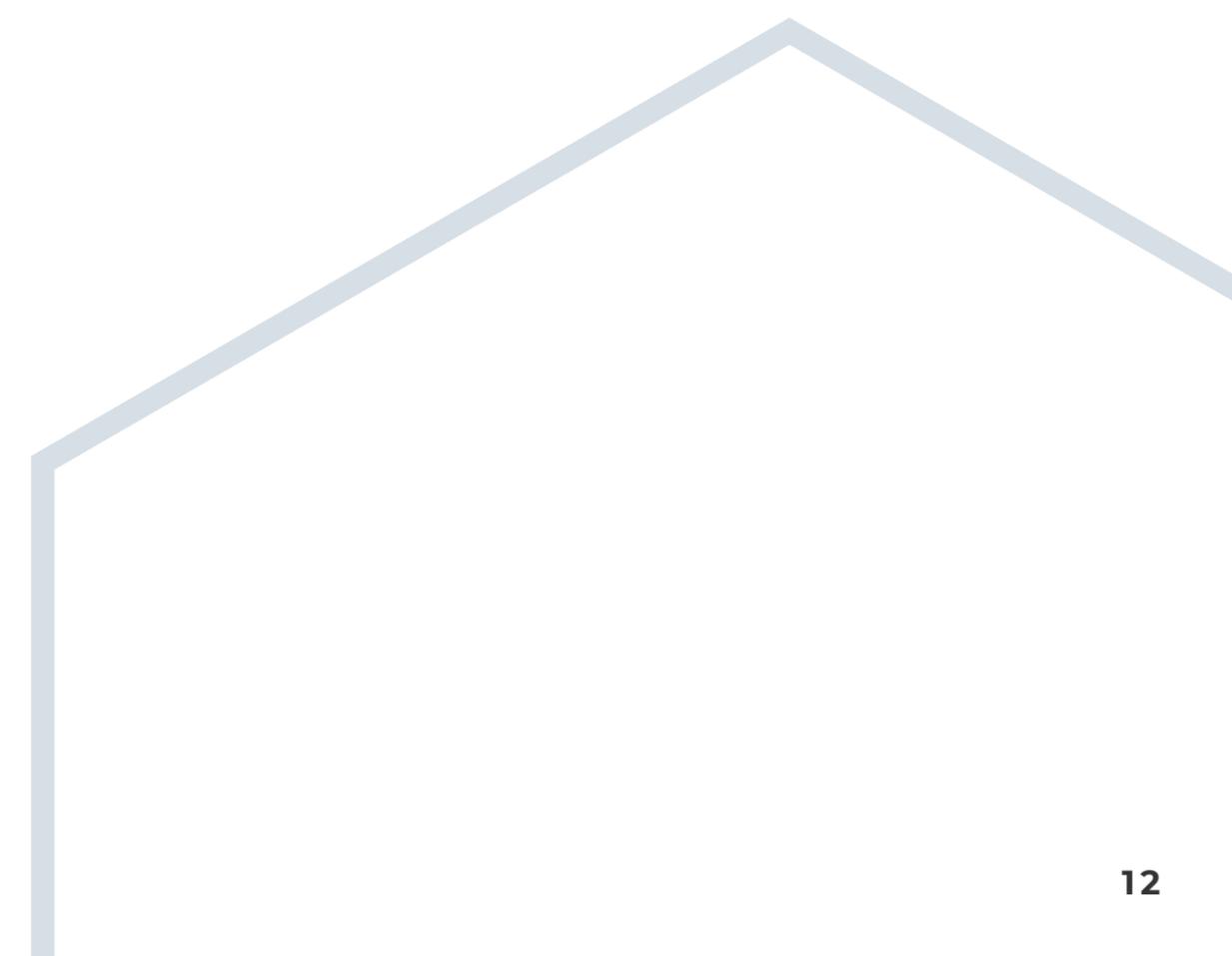
We focus on **simplicity** because we operate in complexity.

So we keep things simple and straightforward.

We make things easy and uncomplicated, even when they're not.

We focus on transparency and clarity.

We work with integrity and sincerity.



# Can-do

## Our attitude is can-do through and through.

We don't shy away from problems.

We welcome challenges and are always ready to try.

We're flexible, agile and adaptable.

We step up, have fun and give it our all.

**We get things done** – with energy and enthusiasm.



# Accountability

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We are accountable for everything we do,  
as individuals and as a company.  
We answer to ourselves and each other.

We strive for excellence, taking ownership  
and responsibility for all we do.  
We push ourselves and each other.  
We check in and follow up.

**And when we make a mistake,  
we own it and fix it.**



# Curiosity

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We are curious. We ask questions, seek new perspectives and look outside the box.

We are open to new ideas and new thinking, always ready to challenge ourselves and the status quo. We are forward-thinking and forward-moving.

**We never settle, never stop improving and never stop learning.**





# Wellbeing

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We value wellbeing and life outside of work.  
Because to work well, do well and live well, we need to be well.  
So we make work a happy, healthy and flexible place.

We celebrate achievements and each other.  
We reach out and lean in. We take time out.  
We spend time with our own families – we don't miss out.  
And we make each other family.

**We make work fun,** the place we want to be.

# OUR CULTURE

**We want DealX  
to be your happy place.**

After all, you spend a large part of your day at it.

And we want you to be excited about coming to work.

Which is why we keep things easy and informal.  
There are no stifling hierarchies. Or corporate ladders to climb.  
Just open doors. And open minds.  
And people open to new ideas and others' opinions.  
Because we value difference and diversity.

**You have a voice.  
And we want to hear it.**



We're also humble and laid-back.  
But with a burning energy to get things done.  
Which means the pace can be fast. And so should you.

You'll also find that there is **no place for egos.**  
Or cruisers, red tape or unnecessary process.

**We believe in less noise,  
less disruption and more  
time to focus.**



# OUR PEOPLE

## **That's you.**

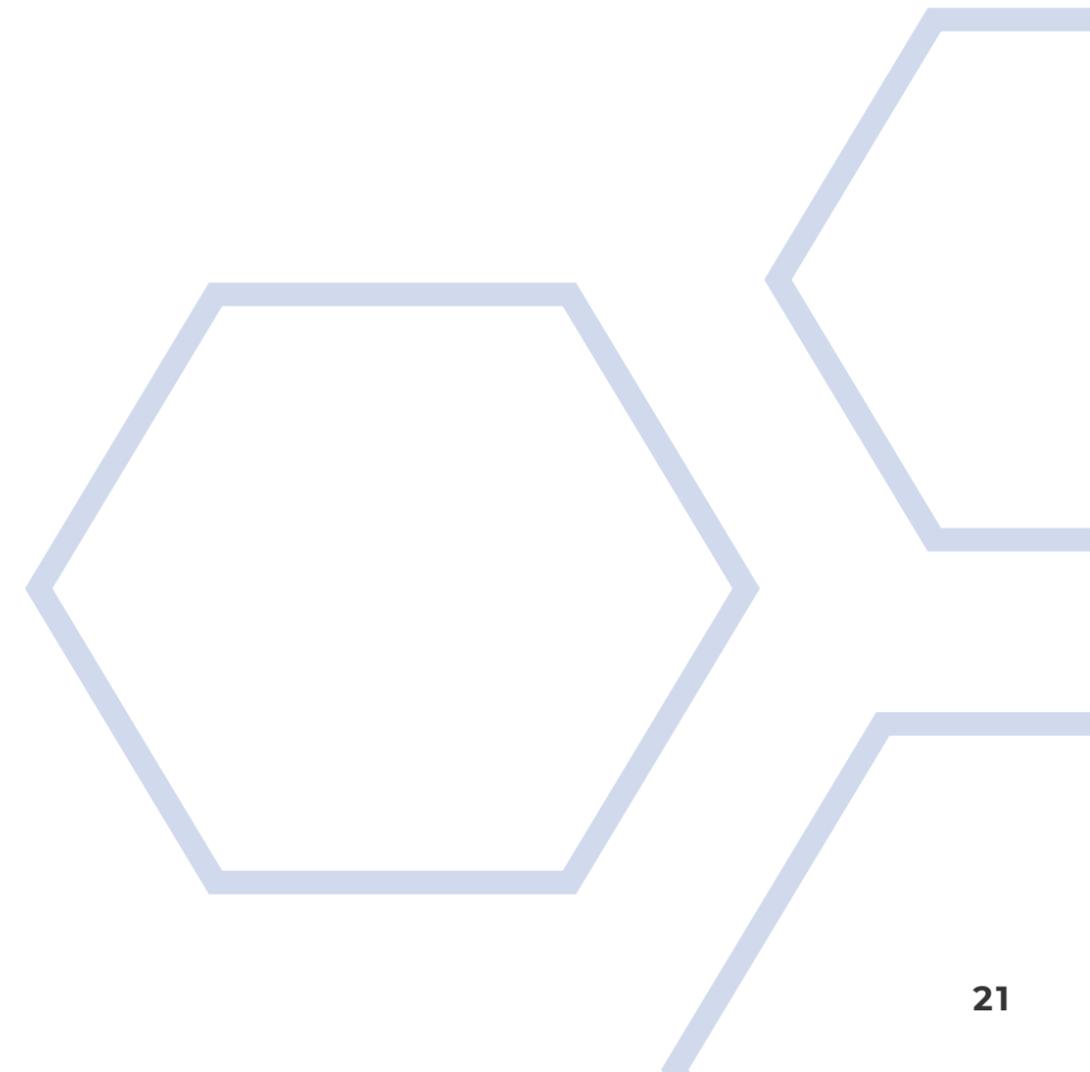
It's all the yous that make us a great place to work.  
And create the culture that enables that.

Which means you'll find a group of individuals sort of like you:  
Bright, independent-minded and curious,  
quick to pick up new concepts and open to learning new things.

## **Optimistic problem solver is your middle name –**

you believe you can help create a better future.

So you'll find people who love a challenge and getting stuck right in,  
ready to step up and run with anything. Or anyone.



# You're happy to fly solo and also enjoy being part of a team.

You're easy-going and play well with others – always ready to encourage, help, mentor and guide.

**You're agile as a fox,** adaptable and able to change. You're just as quick to own your mistakes, admit when you don't know and then get on with it.





You have a great eye for detail.  
And one that sees the bigger picture.  
Together with that magical ability  
to balance perfection and delivery.

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**You get things done.  
Because you give 110%.  
As do we.**

The small stuff  
*Which is actually*

# THE BIG STUFF

**We want to make your journey  
with us the best it could possibly be.**

So there are things that are important to us:

# Like Flexibility

We get things like family commitments, dentist appointments, burst water pipes and sick kids. We had a flexible working approach even before COVID was a term.

Post pandemic, whilst we have kept most of our offices, our approach is that our people should work where it best suits them and their life - home, office or anywhere you are most productive.



# and **Learning**

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**We believe we should never stop learning.  
Or teaching ourselves.**

About technology, our clients, their challenges, what works, what doesn't, from our mistakes, our wins, and from each other.

So we have regular feedback sessions, an internal blog, developer forums, hands-on coding sessions, lunchtime study groups and networking opportunities.

You'll also get access to a wide variety of **online courses**, other training initiatives and programmes.



# and **Leave**

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**We strongly believe that  
you need time out to recharge.**

For your mental, physical and spiritual wellbeing.

We encourage you to take it.

So you return refreshed, rejuvenated  
and ready to take on the world.

We also believe that spending time  
with your new born kids is really important,  
and so we have an enhanced approach to maternity  
& paternity leave.



# and **Appreciation**

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## **We appreciate and value you more than you know.**

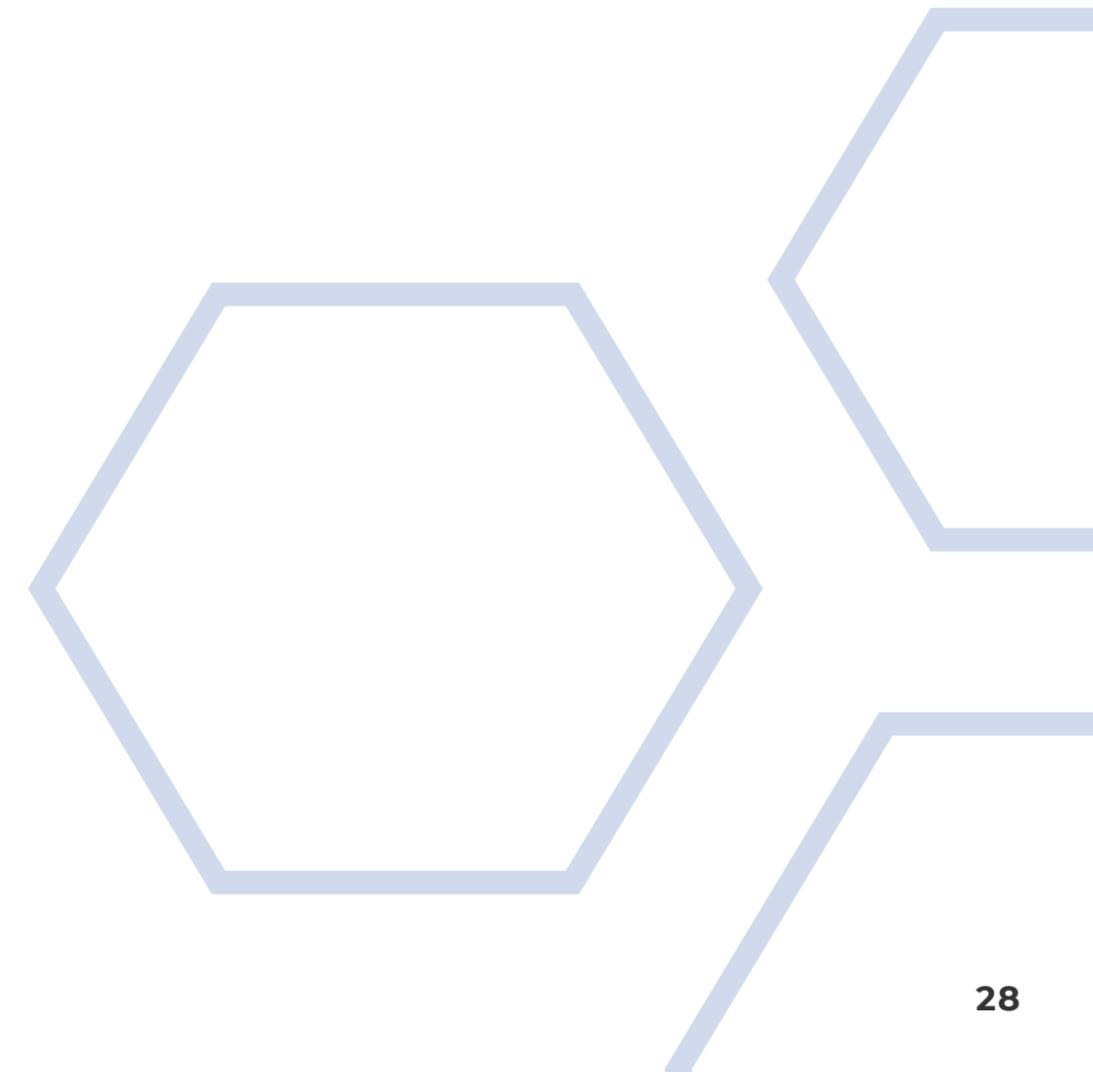
Which is why we believe in the 13<sup>th</sup> cheque to reward performance.  
We also want to say thank you for hard work and hanging around.

So after two years, you'll get a phone contract, fuel allowance or contribution to your Wi-Fi.

After five, you'll get an extra three days leave a year.

And after ten, a three-month paid sabbatical.

(Which we think you'll never want to take  
as you'd never want to be away from us for so long.)t





and  
**Fun**

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Last, but definitely not least...

**Our company outings  
have become somewhat  
legendary.**

Well, at least around here.