

“A LONG TIME AGO
IN A GALAXY FAR,
FAR AWAY...”

ROUND 1:
FIGHT!



INSERT
COIN



“TAKE THIS -
IT'S DANGEROUS
TO GO ALONE”

I WILL
TAKE IT

CAPTAIN ON
THE BRIDGE

ROLL FOR
INITIATIVE

RE-
LOAD



 HELLO

AND

WELCOME!



ARE YOU PREPARED TO BECOME MORE?

Like the naïve teenager who becomes the saviour of an entire galaxy, you too have the potential for greatness when you work with us at Entelect.

Through constant training, development, and mentorship, we are fully equipped to give you everything that you need to become more (whatever your more is).

Should you choose to start your journey with us, you are not only joining a leading tech services company, you are becoming a part of something much bigger; where the possibilities are endless.

Leave your fears behind and insecurities at the door, and bring the magic of you.

LET'S GO FURTHER, LET'S BECOME MORE.



PRESS START

```
let tableOfContents = [
  {
    "name": "WHO WE ARE",
    "chapter": 1,
    "page": 1,
    "subChapters": [
      { "name": "WHY WORK WITH US", "chapter": 1.1, "page": 3 },
      { "name": "FROM THERE TO HERE", "chapter": 1.2, "page": 5 },
      { "name": "OUR CODE", "chapter": 1.3, "page": 9 },
      { "name": "THE ENTELECT WAY", "chapter": 1.4, "page": 11 },
      { "name": "THE DNA OF AN ENTELECTUAL", "chapter": 1.5, "page": 12 },
      { "name": "WHAT WE DO", "chapter": 1.6, "page": 13 },
      { "name": "OUR PROJECTS", "chapter": 1.7, "page": 15 },
      { "name": "THE MAKE-UP OF A TEAM", "chapter": 1.8, "page": 17 },
      { "name": "WAYS OF WORKING", "chapter": 1.9, "page": 19 },
      { "name": "TAKE ME TO YOUR LEADER", "chapter": 1.10, "page": 21 },
      { "name": "MANY LOCATIONS WE HAVE", "chapter": 1.11, "page": 27 }
    ]
  },
  {
    "name": "LEVEL UP YOUR CAREER",
    "chapter": 2,
    "page": 33,
    "subChapters": [
      { "name": "PICK A PIXEL: CAREER PATHS", "chapter": 2.1, "page": 35 },
      { "name": "WORK LIFE EXPLAINED", "chapter": 2.2, "page": 37 },
      { "name": "CHOOSE YOUR CLASS", "chapter": 2.3, "page": 39, "subItems": [
          { "name": "SOFTWARE ENGINEER", "chapter": 2.3.1, "page": 41 },
          { "name": "PRODUCT DESIGNER", "chapter": 2.3.2, "page": 43 },
          { "name": "DATA SOLUTIONS ENGINEER", "chapter": 2.3.3, "page": 45 },
          { "name": "BUSINESS ANALYST", "chapter": 2.3.4, "page": 47 },
          { "name": "QUALITY ASSURANCE ENGINEER", "chapter": 2.3.5, "page": 49 },
          { "name": "TEAM LEAD", "chapter": 2.3.5, "page": 51 },
          { "name": "TECHNICAL LEAD", "chapter": 2.3.6, "page": 53 },
          { "name": "SOLUTIONS ARCHITECT", "chapter": 2.3.7, "page": 55 },
          { "name": "DEVELOPMENT MANAGER", "chapter": 2.3.8, "page": 57 }
        ]
      }
    ]
  },
  {
    "name": "PERKS",
    "chapter": 3,
    "page": 59,
    "subChapters": [
      { "name": "WE CARE", "chapter": 3.1, "page": 61 }
    ]
  },
  {
    "name": "REMEMBER YOUR TRAINING",
    "chapter": 4,
    "page": 63,
    "subChapters": [
      { "name": "UPGRADE YOUR SKILLS", "chapter": 4.1, "page": 65 },
      { "name": "GO HAN SOLO: SELF-STUDY", "chapter": 4.2, "page": 67 },
      { "name": "DEEPER LEARNING", "chapter": 4.3, "page": 69 },
      { "name": "TECH CHATS: INFORMAL LEARNING", "chapter": 4.4, "page": 71 },
      { "name": "COMMUNITY", "chapter": 4.5, "page": 73 }
    ]
  },
  {
    "name": "OUTSIDE THE OFFICE",
    "chapter": 5,
    "page": 75,
    "subChapters": [
      { "name": "SPORT CLUBS", "chapter": 5.1, "page": 77 },
      { "name": "HOBBY CLUBS", "chapter": 5.2, "page": 79 },
      { "name": "GEEK CLUBS", "chapter": 5.3, "page": 80 }
    ]
  },
  {
    "name": "GRADUATE PROGRAMME",
    "chapter": 6,
    "page": 81
  },
  {
    "name": "SOUND TOO GOOD TO BE TRUE?",
    "chapter": 7,
    "page": 83
  }
];
```


CHAPTER 1

WHO WE ARE

**"IT'S NOT WHO I AM UNDERNEATH,
BUT WHAT I DO THAT DEFINES ME"**

- BATMAN

At Entelect, we deliver solutions that enable businesses to reach their full potential. We are a technology company run by technical people, and are focused on building individuals and teams to deliver solutions that enable businesses to maximise their capabilities.

You will find yourself amongst a fantastic team of like-minded tech superheroes, who only use their abilities for good; like making a difference to the community through educating the underprivileged and lifting the profile of technology and technologists in South Africa and across the globe.

Since we opened our doors in 2001, we have enjoyed exceptional growth, both as a company and as individuals. Our growth has taken us from our Joburg HQ to opening offices in Cape Town, Centurion, Durban, Zimbabwe, New Zealand, the Netherlands, the United Kingdom and Australia. We now span across 3 continents! Our core philosophy is to hire the best and then give them what they need to become more. By focusing on our people and on using best practices, we have established a culture of excellence.

We work with people who are passionate about their craft and technology, and are driven to bring their unique contributions into a team environment. We value growth, collaboration, relationships, having fun, technical excellence, and of course, using all the above to get things done! We believe that our role as an employer is to provide our people with as many learning opportunities as possible to help them achieve their career and personal goals, to become true craftspeople and maintain our reputation for awesomeness.



WHY WORK WITH US?

TAKE A SEAT AT THE ROUND TABLE



We work with many different technologies and business domains, and it's easy to switch between projects. It is difficult to become bored or stagnant because we work on interesting projects, using cool technologies, in forward-thinking environments. We have embraced hybrid work – you're not restricted to projects based on where you live and you can balance your professional and personal responsibilities better. All our engineers participate in the full SDLC – exposing them to combinations of analysis, design, architecture, project management and development; enabling future career choices and growth.

LEARN FROM THE BEST.

"ALWAYS SEEK KNOWLEDGE"
— THE CODE OF CHIVALRY

We have a ton of learning mechanisms, from formal training structures to learning on the job from people who are passionate about their craft and technology. Learning, mentorship and growth are part of our DNA, and we firmly believe the most junior person can teach the most senior, and vice versa. You will always be working in a team of Entelelectuals and surrounded by people with different experience levels and crafts.

CULTURE IS CORE.

**"FRIENDS ARE YOUR VILLAGE, PROTECT THEM
FIERCELY"**
— *THE CODE OF CHIVALRY*

When hiring, culture fit is important – we look for people who love solving problems, technology and their craft. We also have football, padel, running, golf, squash, board games, anime, book club, LAN gaming, game-dev and loads of other clubs where like-minded people can collaborate (or compete) away from the job. At Entelect, you are guaranteed to build professional and personal relationships with people just like you.



FOLLOW YOUR PURPOSE.

"A KNIGHT IS SWORN TO VALOR"
-THE OLD CODE

We are a technology company run by technical people. We understand our people and how to help them grow and succeed. Aside from all the learning, we have continuous career coaching touch-bases, twice-yearly salary reviews and a hands-on approach to ensuring career paths are kept on track. We have a very personalised approach, and our accessible leadership team is actively involved in understanding each person. At Entelect, we believe in giving ownership and responsibility within a framework of accountability and excellence.

**ENJOY EXCEPTIONAL
GROWTH WITH US.**

"EXHIBIT COURAGE IN WORD AND DEED"
- THE CODE OF CHIVALRY

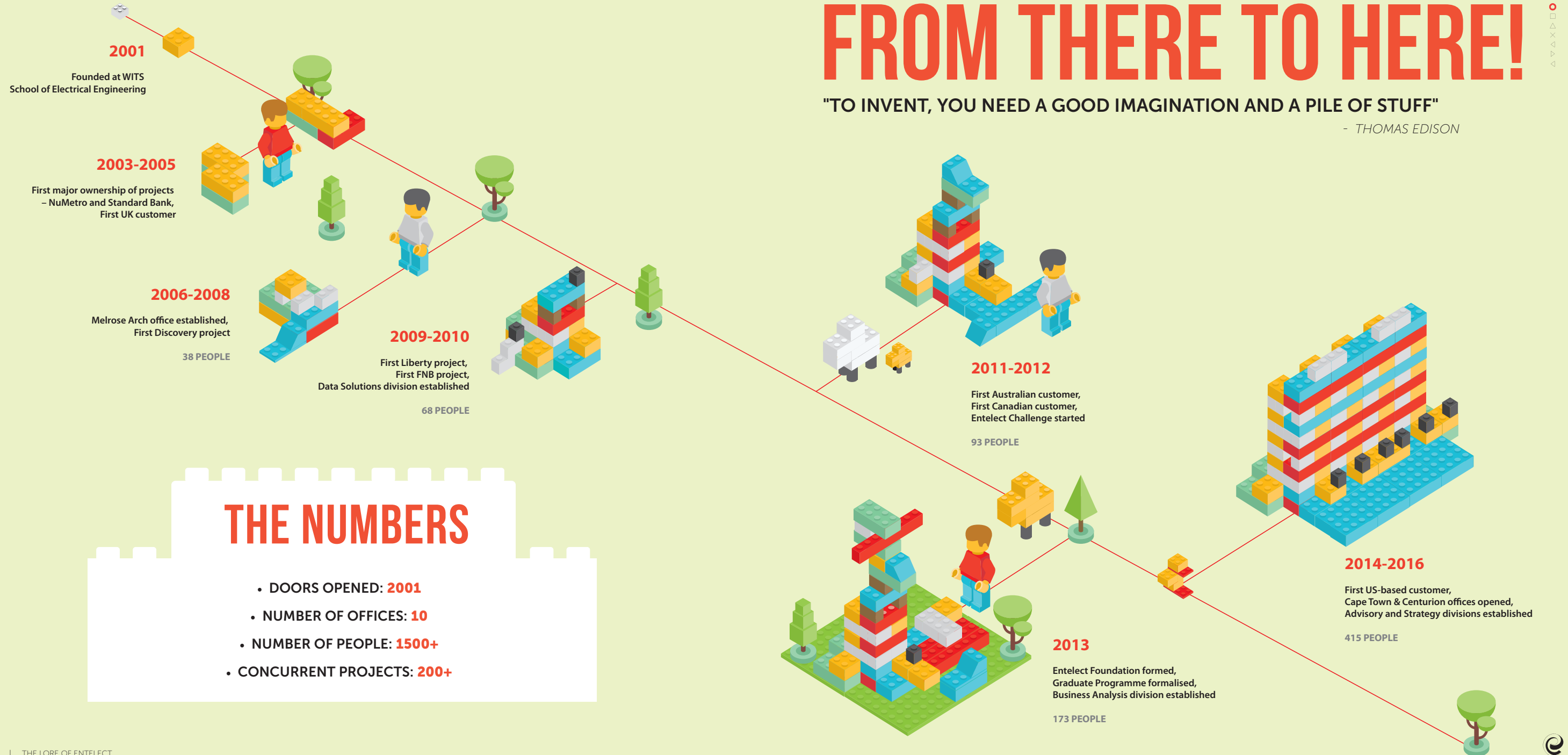
We're always looking to improve - our business, the people within it, the businesses we work with, the communities around us (via education) and the universities we have partnered with. Whether your purpose is to grow yourself, play with new tech, build businesses or make the world a better place, we have you covered.

USE BEST PRACTICES TO DELIVER RESULTS.

"NOBLE SERVICE CHEERFULLY RENDERED"
- THE CODE OF CHIVALRY

Very little beats the buzz of delivering an epic high-quality technical solution to solve a real-world problem. Our impeccable delivery record across many customers in a variety of industries is a real source of pride for us. Using best practices and processes when it comes to technology to deliver valuable results is what drives us forward!

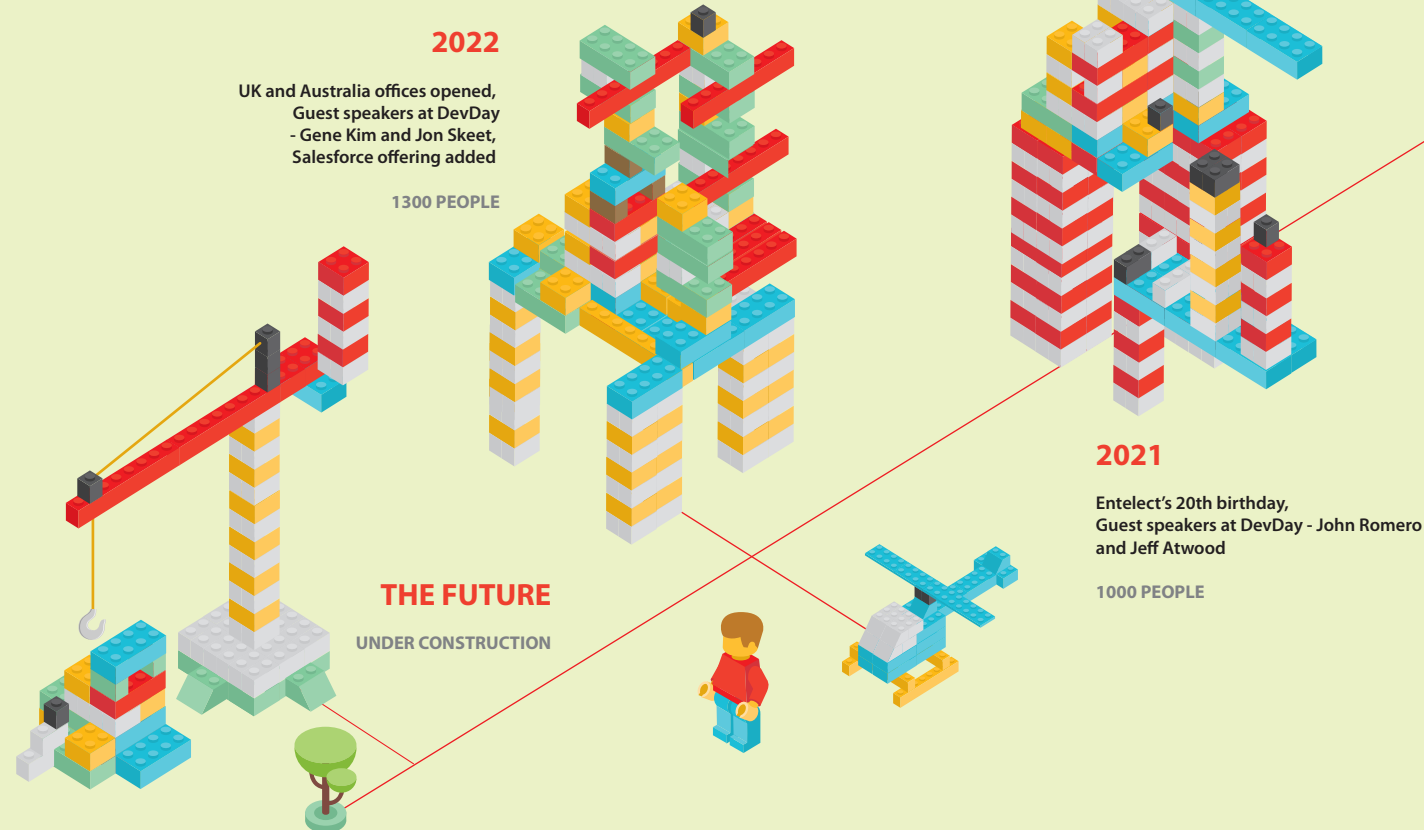




AND HERE TO THERE!

"THERE IS NO CHOICE BUT TO BE PIONEERS"

- MARGARET HAMILTON



GRAD HIRES

2012 - 2014:	+ 22 GRADUATES
2015 - 2017:	+ 95 GRADUATES
2018 - 2020:	+ 153 GRADUATES
2021 - 2023:	+ 296 GRADUATES

THE AWARDS

DELOITTE BEST COMPANY TO WORK FOR:
2014: WINNER
2015: WINNER (GOLD ACHIEVER)
2016: WINNER (PLATINUM ACHIEVER)
2017: WINNER (PLATINUM ACHIEVER)

FINANCIAL TIMES
2022: AFRICA'S FASTEST GROWING COMPANIES
2023: AFRICA'S FASTEST GROWING COMPANIES

FUTURE OF HR AWARDS
2016: WINNER (BEST HR INDUSTRY USING TECHNOLOGY AWARD)
2019: WINNER (BEST GRADUATE DEVELOPMENT PROGRAMME)





Become more

THIS IS OUR CODE; THESE ARE OUR VALUES. USE IT TO JOURNEY INTO THE UNKNOWN, EMBRACE THE FELLOWSHIP IT BRINGS AND REACH BEYOND THE STARS. LET IT GUIDE YOU TO ACHIEVE MORE AND DO THE IMPOSSIBLE. AND IF YOU'RE READING THIS, WE'VE SENSED THE FORCE IS WITH YOU. SO, LIVE BY OUR CODE YOU MUST, AND MORE YOU WILL BECOME.



GROWTH ISN'T OPTIONAL

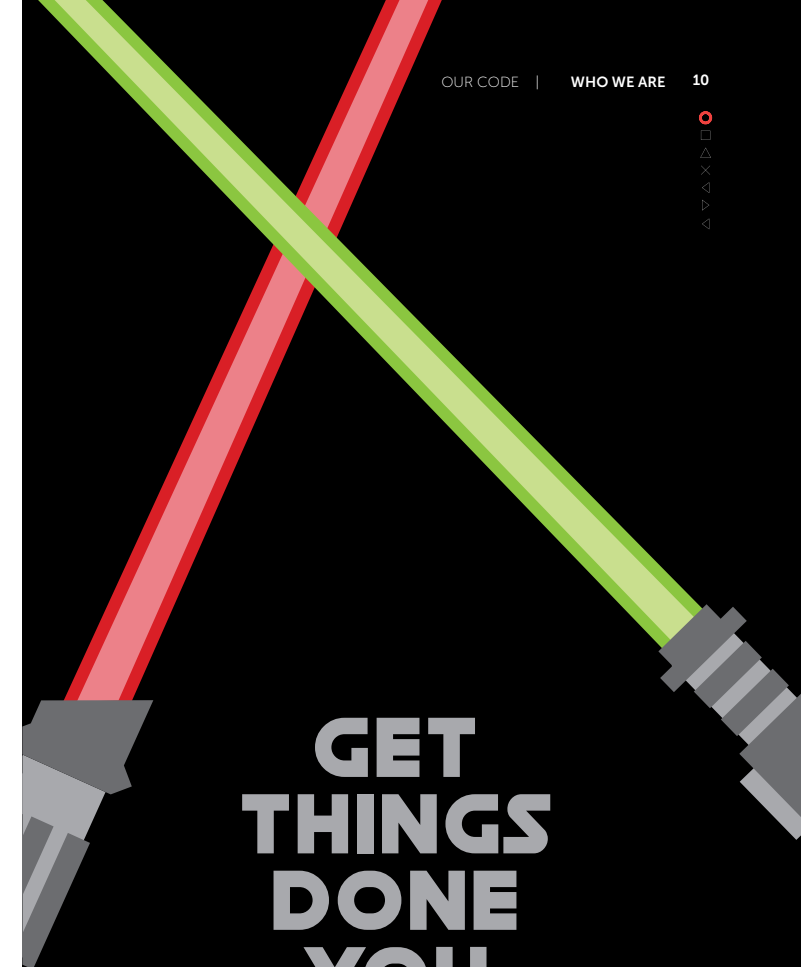
Continually improve and grow
Learn, teach and assist to grow yourself and others



fellowship SETS US APART

RELATIONSHIPS & COLLABORATION SET US APART

Maintain a positive team and family spirit
Partner with our customers
Show honesty, take responsibility, be courageous,
and always have fun



GET THINGS DONE YOU MUST

GET THINGS DONE

Deliver results that make an impact
Deliver solutions and excellent service
Take ownership of delivery and show
professionalism and urgency



THE ENTELECT WAY

THE 7 FUNDAMENTAL LAWS OF OUR UNIVERSE

At our core are seven principles which have been with us since the beginning. They embody how we naturally and passionately approach our projects, and how we interact with our customers and teams. They help us ensure that we constantly deliver the highest quality work and make the experience of working with our teams exceptional.



THE DNA OF AN ENTELECTUAL

WHAT WE LOOK FOR IN POTENTIAL TEAM MEMBERS.

Are you a craftsperson who relishes the opportunity of working with autonomy?

Do you understand that you are empowered to influence change and are always open to considering new ways of doing things?

Do you ensure that everything you do is of the highest quality - driving excellence through collaboration and knowledge-sharing so that you can reach your potential and help others to do the same?

Do you understand that with autonomy, comes accountability that can bring great opportunity?

IF THE ANSWERS TO THE ABOVE ARE YES...YOU MAY ALREADY BE PART ENTELECTUAL.

ENTELECTUALS ARE SMART, FRIENDLY, WILLING TO HELP AND WANT TO BUILD SOMETHING GREAT.
Our goal is to ensure that both ourselves and our customers, as well as Entelect as a whole, continue to reach new heights.

WE LOVE WORKING WITH PEOPLE WHO ARE PASSIONATE ABOUT TECHNOLOGY AND SOLUTIONS.
When it comes to bringing in new folk, we value passion for technology and solutions, smarts and culture-fit. We want go-getters who are solutions-focused, know how to get things done and are up for a challenge.

PEOPLE ARE THE MOST IMPORTANT ASPECT OF OUR BUSINESS, SO ADDING THE RIGHT PEOPLE TO THE TEAM AND HELPING THEM GROW IS TOP PRIORITY.
The moment we compromise on our hiring principles is the moment decades of work unravels. Knowing this, it's not a leap of the imagination to figure out that finding excellent people to join the team is always a priority.

GROWTH WON'T MAKE US COMPROMISE ON HIRING THE BEST.
While we're growing rapidly, we won't let that get in the way of finding the best people. We want to maintain our values, culture, and the small company feel we're known for. We're passionate about building something great and believe that it's possible to have a large consulting company that's still close-knit with a fantastic tech culture. We encourage and expect every Entelectual to join us in upholding this culture. May the force be with you!



WHAT WE DO

“THINGS ARE ONLY IMPOSSIBLE UNTIL THEY'RE NOT”

- CAPTAIN JEAN LUKE PICARD

We deliver end-to-end technology solutions which are done properly, thus helping our customers go from good to great. Our “product” is delivery teams who are supported by an exceptional tribe and armed with guidelines, best practices and purpose.

We want to deliver end-to-end solutions where our experts in software engineering, analysis, Product Design, data, analytics, quality assurance and strategy work together to deliver a technology solution. Many of us are competent across more than two of these areas – we have breadth and depth of knowledge.

Meaningful work gives us a sense of personal satisfaction, it makes our users' lives easier, has a positive impact on our customers and impacts millions of their customers. When it comes to choosing project work, we're fortunate that our services are in high demand so we can be picky in terms of the projects we choose to work on. We want to work on cool things - projects that have interesting technical and business problems to solve.

KEEPING WITH THE TIMES IS IMPORTANT!

We are tech agnostic which means we'll use the technology which we feel best fits the problem. We play in the enterprise space so there's a lot of .Net, Java and JavaScript work, alongside all the major mobile and data platforms. Every year we find ourselves using new frameworks and technologies.

TECH & TOOLS

SOME OF THE TOOLS AND TECHNOLOGIES WE USE TO DELIVER WORLD-CLASS SOLUTIONS

MOBILE:

Android, iOS, Flutter, React Native

MICROSOFT:

C#, .NET Framework, .NET Core

JAVA:

Java, Kotlin, Spring Framework

QA:

Azure Devops, Selenium

WEB/JS:

Angular, React, Node.JS, Javascript, TypeScript

PRODUCT DESIGN:

Figma & FigJam, Miro, Sketch & Vision, Adobe CC

CLOUD:

Azure Cloud Computing, Amazon Web Services

DATA:

SQL, Azure Data, AWS Data, Python, Power BI

TOOLS:

Git, Docker & Kubernetes, VS Code, JetBrains IDEs Visual Studio, Azure DevOps, Atlassian Suite

AND MANY MORE...

HERE ARE SOME OF OUR PROJECTS TO WHET YOUR APPETITE:

Building loyalty platforms designed to drive consumer behaviour and help improve the health and wellness of South Africans.

Designing and developing high-performance web applications that enable multi-national organisations to track risks, including fraud and white-collar crime, across the globe in real-time.

Developing software for a surgical skill simulation portal that measures surgical skill proficiency; enabling trainee surgeons to practise, track, and measure their skills remotely.

Imagining, designing, and implementing an Android app for an agricultural company to help agronomists and sales agents share valuable data in real-time; optimising smart agriculture solutions in an industry that is highly susceptible to minor fluctuations in weather conditions.

Helping one of South Africa's largest vehicle fleet management companies accurately price project costs for hundreds of specialised vehicles down to the cents per kilometre, to provide more competitive products to consumers.

Developing reliable processes, visual dashboards and tracking tools to monitor the delivery of school books across South Africa.

Learning and implementing complex tax and duty tracking tools which enable the world's largest commodity traders to operate in multiple markets.

Developing complex rules engines for some of South Africa's largest medical schemes, and gaining an understanding of how medical insurance works.

Helping banks consolidate data across all their divisions by working on huge scale data models, warehouses, and integrations with enormous financial implications.

Building internet banking and other financial apps (that your family and friends may end up using) in one of the most exciting agile environments in the country.

Creating a safety leading indicator management system, for a leading global mining company, that identifies and prevents fatal incidents before they happen.

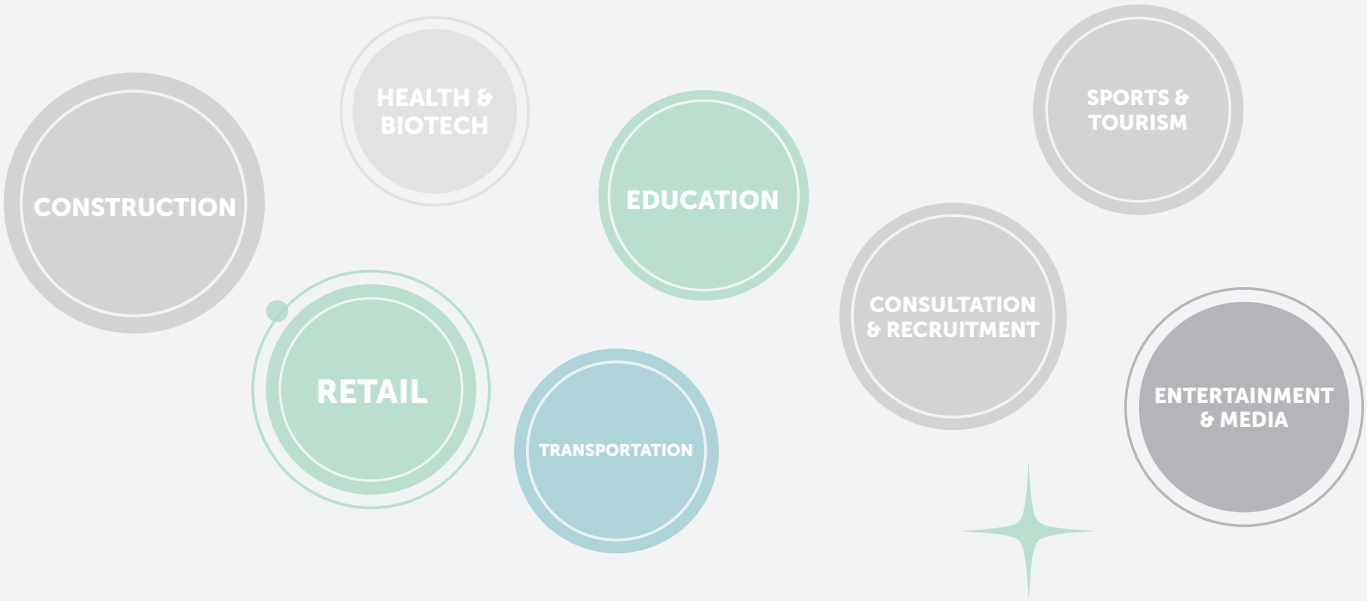


OUR PROJECTS SPAN ACROSS A WIDE RANGE OF INDUSTRIES:



We are a hybrid-work organisation. We do not mandate our teams to be based at the office on a full-time basis unless the project requires it. However, we do encourage our people to get together regularly to build culture and strengthen relationships. We also encourage teams to meet their customers too, for the same reasons.

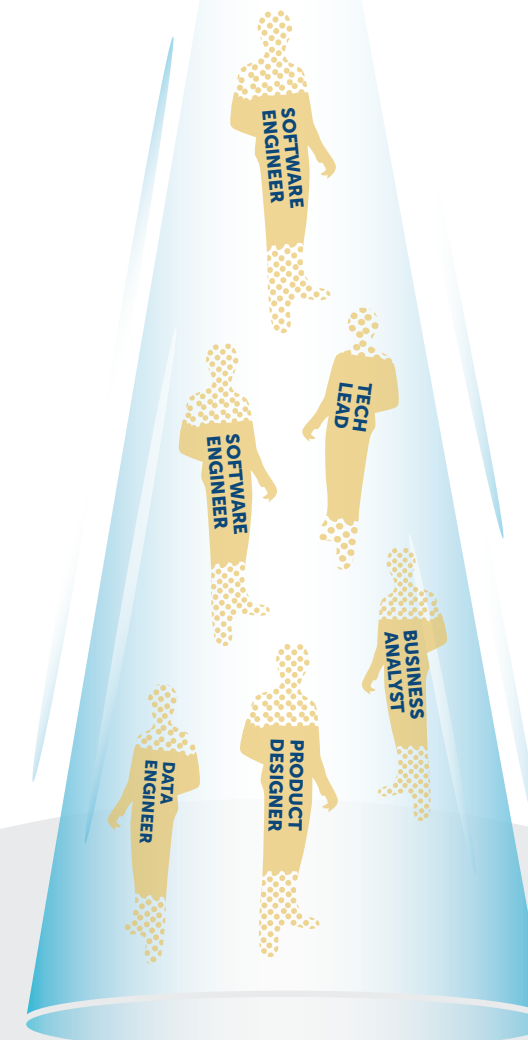
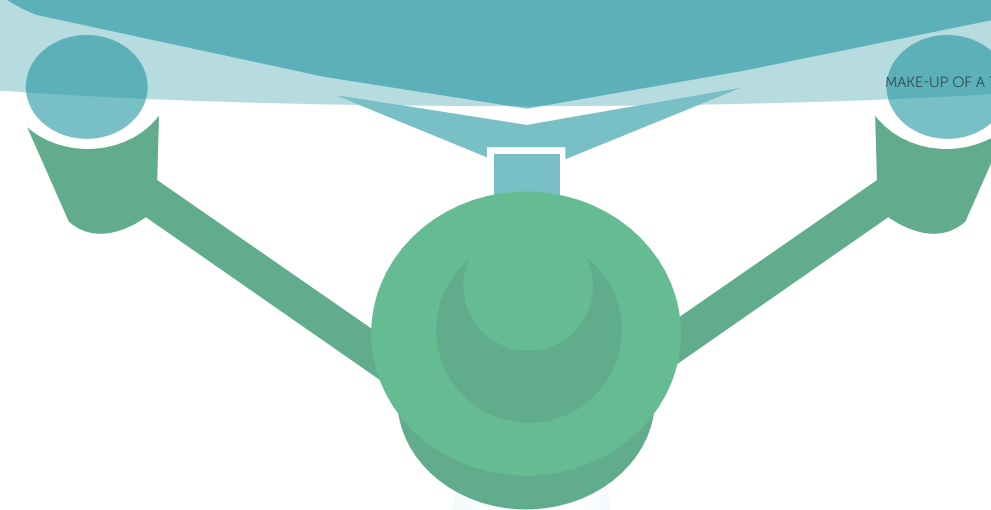
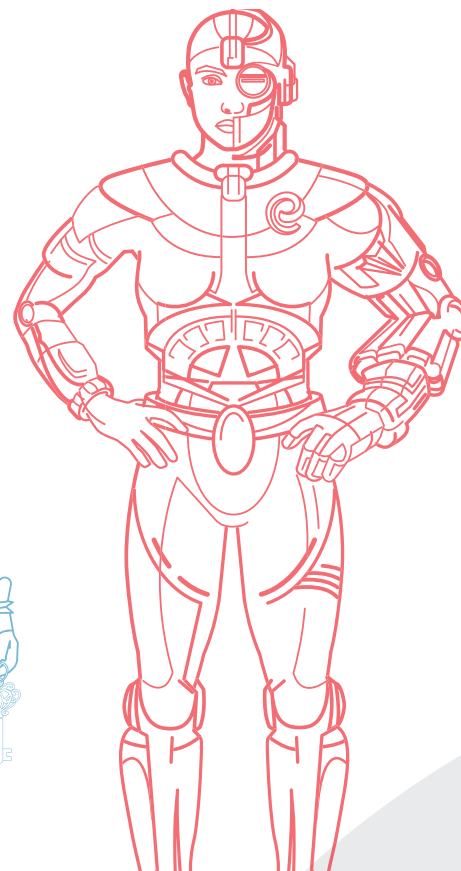
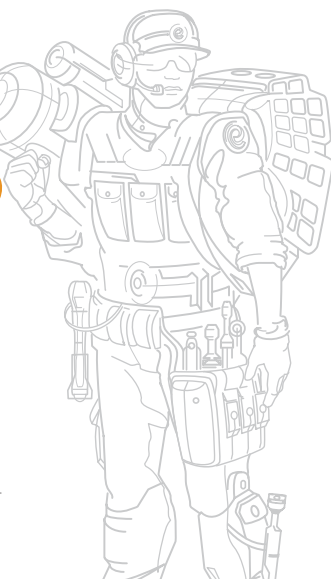
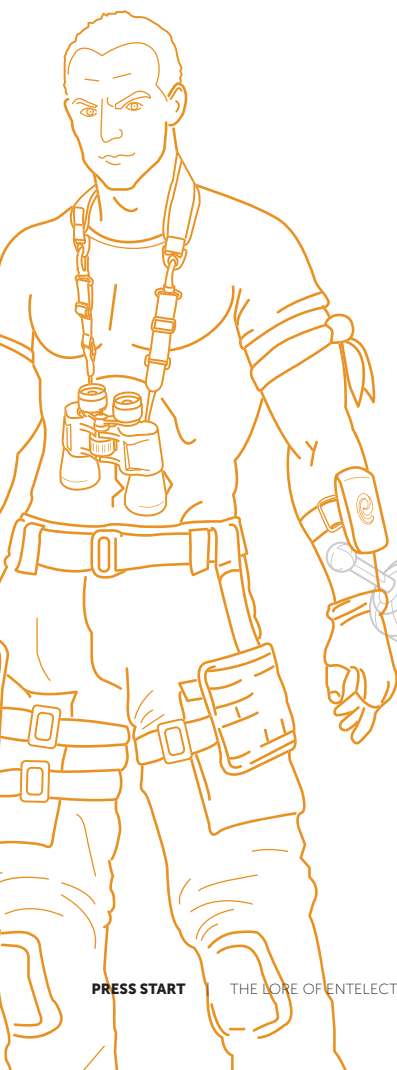
Our projects are performed on and off-site. As is usually the case, the large-scale projects with lots of sensitive data are performed from the customer's premises. This figure is always in flux, but generally we see about 60% of our work performed at the customer's site.



THE MAKE-UP OF A TEAM

We work in multi-disciplinary teams, combining our diverse skills and roles to successfully complete projects and deliver the best for our customers. For instance, you could find yourself collaborating on one project with fellow Software Engineers, a Team Lead, a Business Analyst, and a Product Designer, and then transitioning to another project alongside a QA specialist, a team comprising of multiple Engineers, and a Solutions Architect.

This approach allows for quick feedback between disciplines, leading to quicker response times for adjustments and safeguarding against the narrow focus that can emerge in more isolated team structures. The structure of a team might change but work in teams you will.



OUR WAYS OF WORKING



HYBRID

Embracing the hybrid workplace has become part of our way of life. We don't believe that there is one place where your best work is achieved. Flexibility to choose a path that best serves you, your team and your customer is provided. Results and outcomes should be the important thing, not policing the inputs. Of course, this comes with trust and proving the value that you bring. We all need flexibility in our daily schedules for when life happens, so our teams support that. Our teams are not based at the office on a full-time basis. However, our way of work involves intense teamwork, so we encourage our teams to get together regularly to build culture and strengthen relationships. Teams should meet with customers periodically, for the same reasons. We do have fully remote roles too, at our discretion, for those from lands afar.

AGILE

We are agile, but don't blindly follow Agile. We prioritise the agile manifesto's key values of adaptability, planning, timely delivery, and demonstrating value over rigidly following a prescribed framework. Should a daily stand-up meeting fail to suit our team's present needs, we do not feel compelled to adhere to it unquestioningly. Instead, we're flexible, recognising the project's current phase, and discover alternatives that will enhance productivity and expedite delivery.

TEAMS

"Teamwork makes the dream work" is the cheesiest thing you will read all day, but teamwork is critical to what we do. Our entire "product" is delivery teams who are supported by an exceptional tribe and armed with guidelines, best practices and purpose. Having access to the collaborative workspaces, equipment, resources and the people of Entelect is core to how we work. Many of our practices are designed to support that collaboration. Our team is often not just Entelectuals, so a one-team mindset is prominent. If our "product" is our teams, then having our customers enjoy working with our teams and people enhances the quality of our product. We build an inclusive culture among our colleagues, customers and even competitors who we might work with. This means showing interest and being flexible with our approach to accommodate their approaches and views.

TAKE ME TO YOUR LEADER!

OUR LEADERSHIP TEAM.

Each member has grown with the company with many of them starting their careers at Entelect. In fact, most were developers or analysts, and this means they have a real understanding of the day-to-day challenges the people of Entelect face. Approachable, down-to-earth personalities combined with an open-door policy and flat management structure, help to ensure that we stay true to our culture. The biggest contributor to that culture though, is that the company's leadership knows every individual within the company and puts a lot of time and effort into maintaining and growing those individual relationships.



SHASHI | CEO

Shashi holds a Master's degree in Software Engineering from Wits, and started working at Entelect in April 2005 as a junior developer/analyst/project manager/salesperson/consultant – in a small business you must be willing to do whatever it takes. He loved the fact that he could take ownership of anything and everything as well as grow himself, and is passionate about giving people the same growth opportunities that he had. All his proudest moments at Entelect involve individual peoples' success; professional and personal growth stories during their time here. Shashi still enjoys a game of soccer, while his knees can still take it, as well as wildlife and spending time in nature. Ask him how on earth he managed to wreck his Alfa Romeo in the company parking lot.

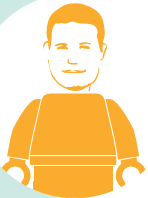
TIM | COO

After graduating from UCT with a BSc in Computer Science, Tim moved to Gauteng to pursue a professional music career in 2006. However, he quickly realised that music doesn't always pay the rent, and he couldn't compete with Prime Circle. Tim joined Entelect as a graduate Software Engineer in 2007, and started channelling his creativity into software development, with a focus on Java. Tim enjoys liberating the best in people who are passionate about building something meaningful, and found good company for that ambition in the Entelect team. He remains an avid surfer and travels regularly to satisfy his thirst for exotic waves.

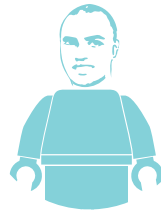


MATTHEW | CTO

Matthew joined Entelect straight out of varsity (UJ BSc IT (Hons) cum laude), and worked his way up the ranks. He has headed up several successful projects for Entelect, focusing on outsourced work where it is required to really own and drive decisions, delivery and relationships with our own initiative. Matthew is known for readily having an opinion on everything, and a stubborn desire to get things done properly. His exposure to a large number of businesses, systems and teams means you'll usually find him helping Entelect's customers channel and describe their requirements, and grooming projects prior to diving into development. He loves galvanising people, being a part of an energetic team, networking within Entelect, correcting grammar, and defending his DOTA 2 title at Entelect's LAN game evenings.



DANIEL | CCO



Daniel graduated from the University of Cape Town in 2007 with a BSc in IT and Computer Engineering. He immediately found his feet in the enterprise software engineering stack, becoming proficient in both Java and .NET. His passion for building software was quickly complemented with an affinity for people and relationships, which saw him take on a more managerial role. As well as being a father, Daniel is trying to be Entelect's first Bitcoin millionaire. He also enjoys working out and the occasional game of squash.

TOMISLAV | GENERAL MANAGER

Tomislav is our "OG slav". He graduated from the University of South Africa with a BSc in Computer Science (cum laude) in 2007 whilst holding a full-time job at a small software consulting company. His experience ranges from building back-end software in the Casino, Mining, and Telecoms industries to front-end solutions for Retail, Marketing, and Insurance companies. A husband, father, golfer, dev and mentor, his passion lies in helping people realise their full potential.



RYAN | GENERAL MANAGER

Ryan has spent almost two decades designing, developing, and implementing database and Business Intelligence solutions. In 2007, Ryan joined Entelect as a Data Solutions Engineer and in 2014, he was promoted to head up Entelect's Data Solutions Division. Ryan's passion for data and business efficiencies have led him to managing the commercial side of Entelect, ensuring our internal operations are integrated and run smoothly, and that we continue to improve on our data-driven decision making. Ryan has a mixed bag of hobbies; everything from cycling to playing golf, and he is also an avid collector (or hoarder) of everything from antiques to geek collectables (he is a secret Funko Pop fanatic). Be sure to give him grief about his obsession with Justin Bieber.



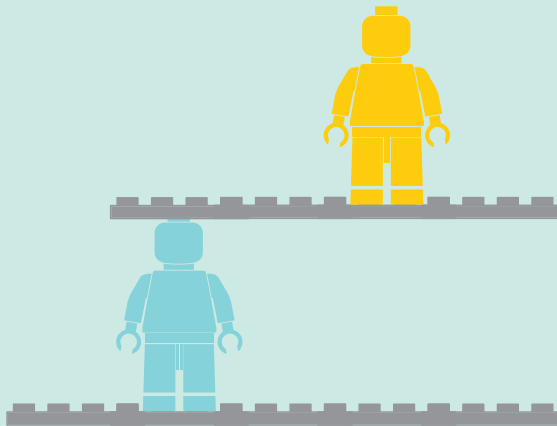
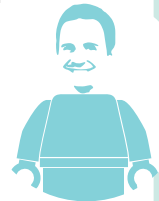
ALINE | GENERAL MANAGER

Aline has had a rare career path, qualifying as a Chartered Accountant in 2005 but then heading up an IT Project Management Office after that. Her knowledge of finance, process and IT make her perfectly suited to running Entelect's finance department. She is also a budding artist (although her young son says she needs to practice her drawing skills more) and one day, she may admit to playing in a band and tell us what instrument she played (our money is on the vuvuzela).



SHELDON | GENERAL MANAGER

Sheldon joined Entelect in early 2007 straight after obtaining an Electrical Engineering degree from Wits. During his first few years he worked across multiple projects in varying industries. He enjoyed learning about, and then adding value, through technology to these different businesses. Sheldon is our Swiss Army Knife – he has overseen commercial and operational parts of the business, technology, and training, as well as ensuring we are in contact with the best grads across SA's universities. Seeing Entelect and its people grow from year to year is one of his greatest passions, along with rock climbing and talking about rock climbing.



WHO WILL GUIDE YOU?

BENNIE | DELIVERY MANAGER

After completing his B.Com in Informatics at Tuks, Bennie set off on an adventurous career path in business management consulting. He has enjoyed 20 years of experience in Business and Process Analysis and finds joy (and a strange love for governance and structure) in managing large scale Programmes and Projects across a variety of customers and industries. All roads eventually led Bennie to join forces with Entelect in March 2022, as the youngest member of the leadership team (in terms of start date at least). Passionate about people and delivering value to customers, he's a hipster at heart. If you come across him, chat to him about beard grooming tips, Chelsea football and why his name isn't really Bennie.



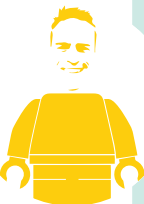
MOOSA | DELIVERY MANAGER

Moosa comes from a 15-year background in the software development industry. As a self-professed entrepreneur, software engineer, business owner, technologist, life hacker, productivity enabler, leader, mentor and motivator, his passion lies in bringing people and technology together to solve problems. Moosa is a family man who loves a good game of soccer and Age of Empires, who amazingly, once was a victim of piracy (the "aaargh" kind).



MATTHEW | DELIVERY MANAGER

Matt relocated to SA from the north of the UK at the start of 2014 to get away from the rain. He holds an MSc in Software Systems Technology from the University of Sheffield and has over 2 decades of experience working in IT. During the day Matt works with Entelect's team at Discovery. Outside of work he enjoys exercising outdoors, be it cycling, running, climbing or swimming. Be sure to ask him about his idea of what to cook for a romantic meal.



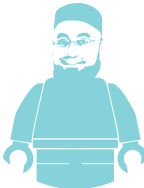
KARLHEINZ | DELIVERY MANAGER

Karlheinz completed his BIT degree at Tuks before joining a team to do his bit for the country at SARS. After a few battle-hardening years, he took up a new position building software for many large insurance companies. The next few years were spent working his way through the ranks while at the same time satisfying his travel urges on many (MANY) site visits to the UK and Eastern Europe. He is a stickler for attention to detail and can often be found reviewing code and specs with a fine-tooth comb. As a keen outdoorsman and self-proclaimed bibliophile, he loves spending some quiet time in the bush and is always on the lookout for the next destination to visit while enjoying a good book or two – so let him know if you have any good suggestions on either.



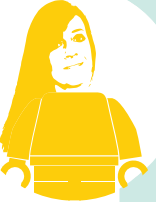
AHMAD | DELIVERY MANAGER

Ahmad completed his BSc Computer Science Hons at Wits before joining Entelect as a Software Engineer and working his way up through the ranks. One of his greatest passions is nurturing engineers to take them to next level. Ahmad is still known to crack open an IDE on occasion and write some code and is a strong advocate of pragmatic and best dev practices. While he thinks the best Christmas movie ever is Die Hard and LOTR is about short people saving the day, he can give you great advice about what's good on Netflix.



CANDICE | TALENT AQUISION

Candice's passion for people and relationship-building led her down the path of Talent Acquisition where she started her career in 2007. Her love of technology found her taking up multiple roles in the Software Consulting industry including Account Management, Commercial Principle, and Entrepreneur. She now oversees the Talent Acquisition team at Entelect where the Jedi Finders spend their days discovering top talent for one of SA's coolest tech companies. Candice loves spending time outdoors, she is a foodie, brews her own wine from time to time and has managed to coin the nickname 'Candypops' with her colleagues.



GREG | SOLUTIONS ARCHITECT MANAGER

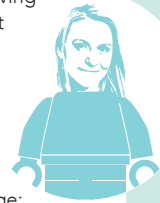
Greg's passion for problem solving and logic led him to a BSc IT (Hons) cum laude at RAU/UJ in 2005. After two years as a Java dev, he joined Entelect as a .NET dev and never looked back. Greg is battle-scarred from dev'ing across most tech stacks and industries and now heads up systems architecture and design at Entelect. While he's not sharing his technical knowledge or annoying the rest of us with his "high attention to detail" and strong opinions, he can be found on a mountain somewhere shredding the trails on his treasured mountain bike! PS – let him know if you have any cool trail routes.



WHO WILL SHOW YOU THE WAY?

BIANCA | MARKETING MANAGER

Bianca graduated from The University of South Africa with a BCom in Economics and Business Management. Having spent 6 years in the gaming industry as a Product Marketing Manager at Electronic Arts, moving into the software industry was a natural progression, and she joined Entelect in March 2018. As one of only a handful of the team that is not a techie, her passion for people and company culture is where she contributes most of her time. Heard about our award-winning Graduate Programme; The Entelect Challenge; Entelect's Technology Accelerator and DevDay – well these are just a few of the initiatives Bianca runs. She has a daughter, who is half Australian and in her spare time, you will find her on the tennis court or trying to better her swing on the driving range.



ROSHAN | DELIVERY MANAGER

Roshan graduated from Wits with a BSc in Computer Science and Economics and then went on to obtain his honours in Computer Science and postgraduate degree from Business school while working full time as a software developer. Roshan has worked on large systems for financial institutions across Europe, the Middle East and Africa using Java as his core language. He joined Entelect in 2018 where he enjoys working across Entelect teams in a variety of projects and industries. His family means the world to him, and he wouldn't want to change this for anything. In his spare time, he enjoys cooking and likes to keep his recipes simple.



VENCEL | DELIVERY MANAGER

Affectionately known as '2.0' in the leadership team (the newer release of his older brother, Tomislav), he followed similar footsteps in graduating from the University of South Africa with a BSc in Computer Science. Having started his consulting career in 2007, he has worked on systems of all sizes, ranging from HR to Mining to FinTech. An exceptional tap dancer in his youth, his lightning quick feet and charms now serve him well in providing excellent customer service through negotiation and managing expectations. Reach out to him if you want to know about great places in da South of JHB (my boi) and why Croatian footballers are the best in the world.



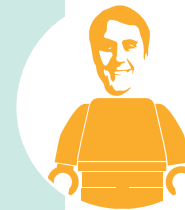
HENNIE | DELIVERY MANAGER

Graduating with a BSc in Computer Science, followed by a BCom Hons from the University of Pretoria, Hennie began his career in 2002 as a Software Engineer. He joined Entelect in 2014 as a Team Lead and has since evolved towards managerial roles where his true passion lies: cultivating talent and aiding in the growth of his team members. As an outdoor enthusiast, Hennie finds solace in running, camping, and overlanding. When he's not immersed in nature or leading his team to success, you'll find him tinkering with IoT devices in efforts to automate the care of his veterinarian wife's many 'foster' (fail) pets.



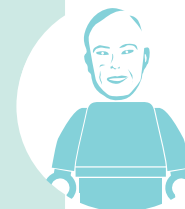
JACQUES | DELIVERY MANAGER

Jacques graduated from Stellenbosch University with a MSc Industrial Engineering (Cum Laude) in 2011 after which he decided to give IT a go as a systems analyst. He quickly learned how to translate business problems into technical solutions and that bringing the right people together is the key to delivering great software. Jacques joined Entelect in 2016, after relocating to Johannesburg, and has been involved in a variety of managed solution projects. His passion is using software solutions as a means to make a meaningful impact on businesses and create systems that people love using. In his spare time he plays hockey, goes running with his dogs and finds new ways of making the perfect braai.



DUANE | BUSINESS DEVELOPMENT

After completing his Honours in Informatics at UP in 2011, Duane joined one of the big consultancies. Here, he learned how to look the part and talk the talk. For some reason, he then joined Entelect as a Business Analyst where his ability to understand his customers saw him grow into a brilliant account manager. His need for constantly changing and stimulating environments, plus his smooth-talking abilities, made him a natural fit for the Business Development team. Duane loves wing foiling and other water sports and grew up in the bush. Be sure to ask him about his experience as a buffalo-rider and other wild stuff he did in his youth.



MANY LOCATIONS WE HAVE...

WHY EXPAND ABROAD?

Coming from humble beginnings in a South African University, we still dreamt big. We imagined having offices across South Africa, to allow great people who lived further afield to join our cause. We dreamed of punching above our weight against the big consultancies who could take on projects for big multinational customers from multiple locations.

When we started seeing how successful South Africans were after they'd emigrated, we realised that our culture could transcend locations even further afield. Initially, we just wanted to prove that our way of work would succeed elsewhere in the world. Over time, we also wanted to give our people more locations to experience a different way of life. Currently, we assist with emigration between our various locations. The dream is to allow people to go and work from any of our offices for a few years, with the flexibility to return to their homes once their adventure is over, should they want to. We have some growing to do to achieve this, but we will get there!

"I love the idea that Entelect is expanding the surface area that South African talent can influence"



OUR OFFICES ABROAD

In early 2019, Entelect acquired a Dutch company to enter the European market thus creating another opportunity for our people to go and experience another country and culture.

The Netherlands is an amazing place, with a rich history and a culture based on work-life balance, spending time with friends and family and celebrating people. There is so much to explore in The Netherlands (just watch out for cyclists!), and of course, it's easy to access the rest of Europe from there.

The business needs people who are passionate about technology, and with strong experience levels.

ADRIAN | MANAGING DIRECTOR



Adrian joined the Entelect team in Cape Town in 2017, and was responsible for significant achievements in both business growth and company culture in the region. In 2022, Adrian moved to Amsterdam to head up Entelect Netherlands, leveraging his experience in South Africa, with ambitions to shape and grow Entelect people and services in Europe. Adrian holds a post-graduate degree in Computer Science from the University of Cape Town and has deep experience in Banking, Financial Services, Renewable Energy and Education. Ask him about his unhealthy and costly Lego addiction, or about anything else related to the Dutch operation on adrian.maritz@entelect.nl

NEW ZEALAND

Entelect New Zealand kicked off its operations in November 2017. Opening the branch was an opportunistic move, and after spending some time in the market, it's clear we made the right choice! Not only did New Zealand open up a new market for Entelect to grow into but it also created an opportunity for Entelectuals to live and work overseas.

New Zealand has been repeatedly voted as one of the best places to live in several surveys over the years - a hidden gem nestled in the Pacific Ocean. There are many reasons to choose New Zealand, but one of the most striking advantages is the value that Kiwis place on family life.

The outdoor lifestyle in NZ is fantastic: parks for hiking (tramping) and cycling are accessible from almost everywhere. You are almost always near the ocean or a beach, and it is completely safe. There are no snakes in NZ and no animals or insects that can kill you!



YATISH | MANAGING DIRECTOR

Yatish graduated from the University of Witwatersrand with a BSc (Electrical Engineering) in 2005. He then joined Entelect, where he was exposed to numerous projects across various domains, initially as a Software Engineer and later as a Team Lead. In 2010, Yatish was promoted to the General Management team, where his core focus was around human capital. In 2016, Yatish was appointed Chief People Officer to look after all matters that relate to our people including talent management, induction, recruiting and other HR-related matters on a strategic level. Yatish took on a new challenge at the end of 2017, to head up the first international branch in New Zealand. He was also instrumental in kicking off the Australian business in 2021. Be sure to ask him about fishing, Brazilian Jiu Jitsu or Adventure Motorcycle Riding. For any questions around the New Zealand operation, contact Yatish on yatish@entelect.co.nz

Since there are no animals that can kill you in New Zealand, we decided to start a business in a place where every single animal can kill you. We view our Australia and New Zealand businesses as one unit, where our people often work with customers across both countries. Entelect Australia was formed in 2021 and is going strong.

JONATHAN | MANAGING DIRECTOR

Jonathan joined Entelect in 2017 with close to two decades worth of experience in the development and consulting space, and only his humility prevents him from telling everyone about his massively impressive delivery record in a variety of industries and technologies. Outside of work, he's a self-proclaimed coffee snob, whiskey enthusiast and excitable motorsport spectator. Remember to ask him if he's really the best dev in the leadership team (he's not). If you need to know anything about Australia, ask jonathan@entelect.com.au or yatish@entelect.co.nz



AUSTRALIA



We opened offices in the UK in 2021 as part of our ongoing expansion across the globe. Like all our international businesses, we are still growing and therefore generally look for people with more seniority. This allows us to build from a solid base in a new market before accelerating growth. The UK is full of history, and London is a wonderfully cosmopolitan city where there is so much to explore.

DOUG | MANAGING DIRECTOR



Doug's been dabbling with software development for over 18 years. These days he enjoys helping good development teams become great development teams. When the realities of life become too much, he cracks open an IDE and writes a few lines of code. Armed with a BSc (Hons) in Computer Science and Information Systems from Rhodes University, Doug has worked on service-oriented architectures and front-end portals utilising various languages, technologies, and frameworks, from C and C++ to Ruby, .NET, Spring and Java EE. When he's not spending time with family, enjoying the outdoors or taking photographs, he's probably reading a book or trying to learn some new software language or framework. Remember to ask him what it was like coding using punchcards, or anything else UK-related on doug@entelect.co.uk.

CONTINUE GROWING WE DO

We are firm believers in the African continent and her people. Zimbabwe is our first foray into growing our footprint further under the African sun. The education system, the warmth of the people and the proximity to South Africa means that it was a no-brainer to look at Zim for potential talent. We view this business as a talent supplement to the rest of our operations, rather than actively pursuing customers in Zimbabwe.

BEN | MANAGER



Ben helps to lead our Zimbabwean office, where he is passionate about hiring talented people and giving them a sense of belonging and purpose as they grow and contribute towards customer success. Being a technologist at heart with a passion for DevSecOps, Ben joined Entelect in 2015 after extensive experience in the eCommerce, banking, and healthcare industries. His leadership style is marked by his genuine care for his team and interest in seeing them flourish in their roles. As a dedicated family man and dad to two little girls, Ben doesn't get too much downtime, but when he does it's spent behind the camera – he's even shot two weddings! While his day-to-day is spent managing the ins and out of a developing branch, he'll still grab the opportunity to write a quick script when he can. Challenge Ben to a chess game – he claims to be 'just ok' but we're not sure we believe that.

ZIMBABWE

CHAPTER 2

LEVEL UP

WE BELIEVE THAT IF YOU ARE NOT GROWING, THEN WE'RE BOTH DOING SOMETHING WRONG.

We strive to provide our people with the very best career development opportunities, which broaden both technical skills and soft skills required in the workplace. This accelerated growth is something that we are known for in the industry.

Career growth at Entelect is about learning new skills, acquiring more tools for your toolbox, building your confidence, and handling greater responsibilities. It is not about chasing a title, since the same title may mean something different at another company. The different roles in the company are built around the relevant responsibilities and the tools a person is expected to have at that level.

These titles exist purely based on ability and experience so that we put together teams that have the right balance of those qualities. The overall structure within Entelect is quite flat, and where required, we offer our people the opportunities to change direction or specialise.



PICK A PIXEL, ANY PIXEL!

HERE IS A BREAKDOWN OF THE CAREER PATHS AT ENTELECT:

ENTRY LEVEL:

COULD BE A: SOFTWARE ENGINEER, BUSINESS ANALYST, PRODUCT ENGINEER, ETC.

- Emphasis is placed on learning and development

LEVEL 2: INTERMEDIATE

- Has the experience to make informed decisions within their workstreams
- Has enough experience to troubleshoot and problem-solve
- Takes on some next-level responsibilities (eg. make decisions regarding design)
- Is able to work independently
- Mentors and guides junior team members

LEVEL 3: SENIOR

Has a wealth and variety of experience, especially:

- Different scenarios and managing expectations
- Technical knowledge
- Excellent troubleshooting and problem-solving skills
- Has the ability to mentor others (including seniors)
- Has the ability to take into account both business and technical drivers
- Delivers high quality projects
- Manages a customer, team members and other stakeholders

TEAM LEAD

Main responsibility is to balance:

- Customer requirements and expectation management
- Team members' growth, morale and deliverables
- Obligations to Entelect in terms of involvement and admin
- Fully involved in leadership and project deliveries
- Has transferable skills with people, tech and processes
- Retains some technical involvement in project

DEVELOPMENT MANAGER

- Has leadership responsibilities across multiple delivery streams
- Has more commercial responsibilities across several projects and teams
- Focuses more on management than technical craft
- Actively involved in leadership of people as well as project delivery

TECHNICAL LEAD

- Leads projects in terms of technical excellence, quality and delivery
- Has a deep understanding of craft
- Has transferable skills with people, tech and processes
- Is known as a trusted advisor on technical aspects to project, team and customer
- Upholds and improves technical knowledge and ability across Entelect
- Is actively involved in mentorship and training

SOLUTIONS ARCHITECT

- Drives Entelect's technology direction and competencies within the company and externally
- Consults and influences people at a business and technical level
- Is a master of their craft



WORK LIFE EXPLAINED

WHAT PROJECT WILL I BE ASSIGNED TO?

FORMING YOUR PARTY
Team members are assigned based on skills-fit, technology, and experience, but we do consider other factors such as tech interests and domain preferences.

Teams are structured around the type of project, length of project, skills requirements and employee growth opportunities. This means that wherever possible, we will not only place the best mix of people together to deliver effectively on a project, but also ensure that the people bring a mix of expertise to the team.

Technology and skills-fit are the most important criteria when determining which project a person would be assigned to. However, we also look at a number of other factors, such as which projects are in need of people, the location of the project (so as not to force anyone into overly-lengthy commutes) and any desires that person may have. For example, someone may really want to work in a particular business domain, or on a specific technology. We will try to make that happen, although of course, it is dependent on opportunities available at the time.

WHAT IF I START STAGNATING ON MY PROJECT?

SWAP PARTIES AND TAKE ON NEW QUESTS
One of the perks of working at Entelect is that there is an array of projects and customers each with their own unique processes, domains and technologies. This creates an excellent opportunity for you to gain exposure to a variety of things throughout your career at Entelect. Switching teams happens regularly and helps us to avoid project fatigue. You know what they say: "a change can be as good as a holiday!"

Switching teams is guaranteed and is encouraged - in fact, our stance is that we would prefer to have an individual request a project change than be stuck in an environment that is not conducive to their well-being or growth. As a growing organisation, our regional and international expansion has meant that we are now also fortunate enough to be able to offer our people an even greater change - this may mean a move closer to home or even a change in province.

MASTER YOUR CRAFT.

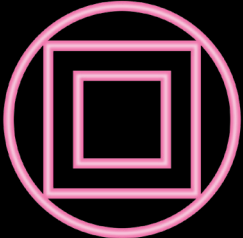
"THE BEST SWORDSMAN IN THE WORLD MAY BE DISARMED BY A TRICK THAT'S NEW TO HIM"
- PRINCE CASPIAN

We place a lot of emphasis on ensuring that our people get good advice and guidance when it comes to helping them become more. Entelect's performance review process is unique in that, unlike many other companies, we run twice-yearly reviews as well as monthly feedback sessions. The objective of this is to provide our people with more frequent feedback to help them hone and refine their skills more quickly, thus accelerating their growth.

During reviews, information is obtained from peers, customers and leaders, which is used to give feedback to each other and to help us find opportunities to stretch and grow our skills. Senior leadership will always be involved in this process, either in the sessions themselves or in separate sessions that are designed to ensure measurement across everyone is consistent and fair, and that opportunities for growth can be identified across the company and not just in the person's project team.

The two major reviews include a salary review - in fact, we do salary increases twice per year. This is to ensure the fast growth shown by our people is rewarded more immediately instead of only once per year, which is the industry norm.

THE FOUR ELEMENTS OF CAREER GROWTH



ABILITY IN THE CRAFT

We want to understand what the technical skills and passions of our people are, and how they want to develop their craft. We encourage a willingness to continually learn, improve and grow.



SOFT SKILLS DEVELOPMENT

This is as important a part of growth as technical and craft skills. Finding opportunities for people to leverage strengths and stretch themselves (in areas such as growing confidence, organisational skills, influencing change, galvanising teams and mentoring others) is a part of career growth.



UNDERSTANDING STRENGTHS & WEAKNESSES

We aim to understand what areas of improvement there are, and how to utilise areas of real strength. Finding opportunities for learning and practising new technical skills is key in this area.



HEALTH CHECK

A health-check on the basics is included: admin, timekeeping, work ethic etc.

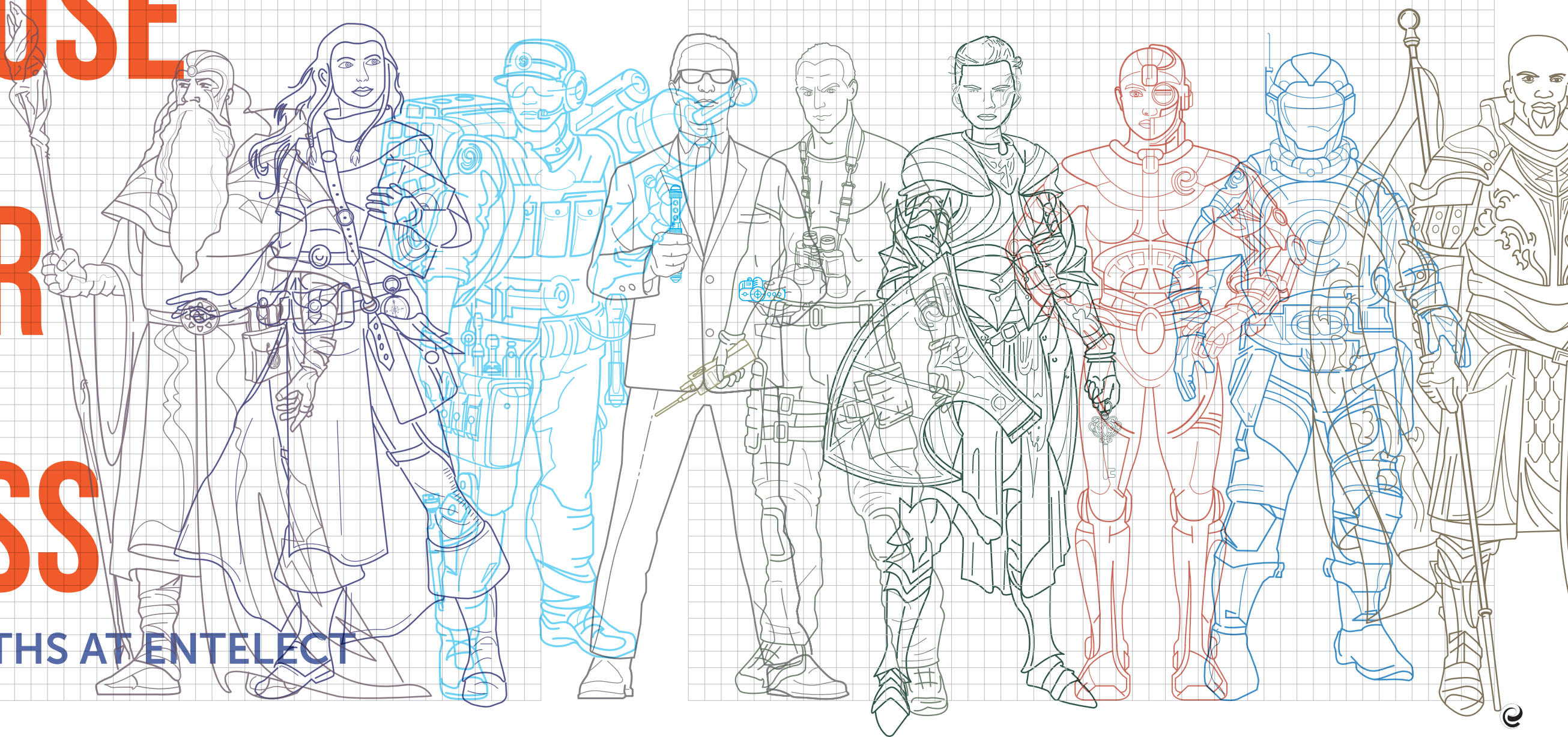


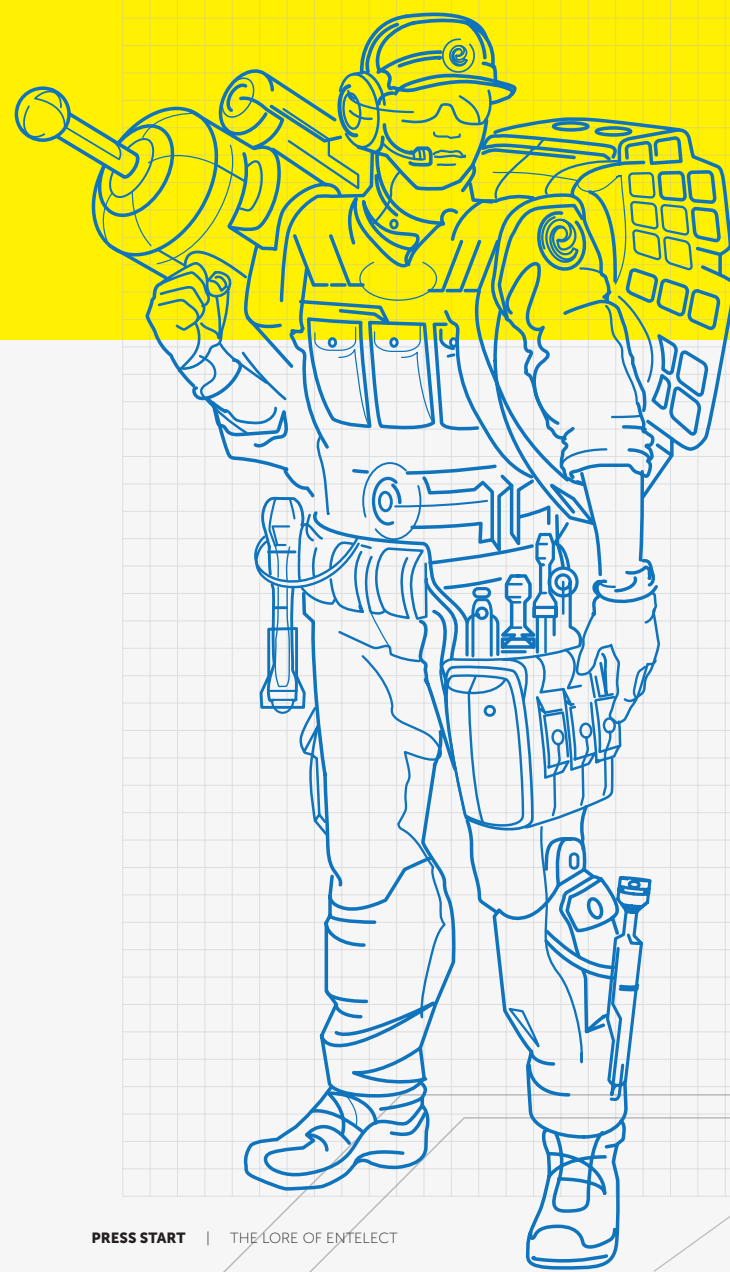
CHOOSE

YOUR

CLASS

CAREER PATHS AT ENTELECT





SOFTWARE ENGINEER

THE COMMANDO

DEVELOPING SOPHISTICATED SOFTWARE TO BETTER THE WORLD.

"I love designing solutions for my customers that create a real impact in their business. The work is tough and challenging, but the people we work with here at Entelect and our customers make it all worthwhile."

THE SOFTWARE ENGINEER'S ROLE IS TO ENGINEER THE DELIVERY OF WORKING SOFTWARE THAT MEETS OUR CUSTOMER'S NEEDS.

Sounds fancy, right? As a Software Engineer at Entelect you are responsible for more than just writing code. You will find that the process, environment, tooling and even maturity of the customer's software knowledge varies across the teams, so the Software Engineer's job would vary too, depending on the situation. Being adaptable as a Software Engineer is very important. You will find that as you transition through different projects, teams, domains and customers, you will always be learning - and that's part of what makes working at Entelect cool.

The Software Engineering track incorporates anyone who codes; Java devs, .Net devs, Mobile devs, Web devs, front-end, back-end, full-stack and Salesforce developers!

CORE CHARACTERISTICS OF A SOFTWARE ENGINEER:

- **DELIVERY:** Entelect has a reputation for delivery, and it is one of the reasons why we have grown so quickly – we don't have a massive sales team. It's all about delivery and building a good brand. As a Software Engineer here, your delivery record is very important.
- **TECHNICAL ABILITY:** Technical ability is core to the different levels. It is not just about having a surface level understanding of things – depth is vital. Understanding why certain frameworks are beneficial, as well as understanding the pitfalls of these tech choices is important. This takes experience.
- **QUALITY:** Coding principles and knowing the best practices around development is crucial. As a service provider, we are expected to deliver things the right way – customers look to us as the experts, so taking shortcuts is not an option. When we leave a piece of software, we should have the confidence that we have delivered something that will last.
- **PROFESSIONALISM:** Software Engineers interact with the customer directly – in essence working very closely with our customers communicating face-to-face, over email, phone, Slack, text, WhatsApp or whatever makes sense and adds value. This is true for all levels, so an element of professionalism is very valuable to us. Being a Software Engineer at Entelect means you are now representing an organisation, a brand, but most importantly something you are part of.

"In my job as a Senior Software Engineer, I have the autonomy to make decisions for my customer. It's scary at times, but the challenge is so exciting. The leadership team believe you are capable of doing anything and offer all the support needed."

DEPENDING ON YOUR EXPERIENCE AND ABILITY AS A SOFTWARE ENGINEER, YOU WOULD FALL INTO ONE OF THESE THREE ROLES

SOFTWARE ENGINEER:

This is the entry-level role and is reserved for individuals who may have recently graduated or are joining with a non-traditional development background (e.g. PHP, C++, C, Sharepoint). With time, a Software Engineer will learn how to work with good coding principles on a project, as well as how to work with stakeholders, business analysts, customers and product owners. They will also learn how systems are tested and come together.

INTERMEDIATE SOFTWARE ENGINEER:

If you are at this point in your career, it means that you have experience, you are working fairly independently and are probably becoming everyone's 'go-to person'. As an Intermediate you are expected to be skilled enough that you can assist other Software Engineers. You have a good sense of things like coding principles, stakeholder engagement and you are a damn good trouble-shooter because you understand how systems fit together, and when and who to ask for help. At this point in your career, you should also be able to architect basic components of a system.

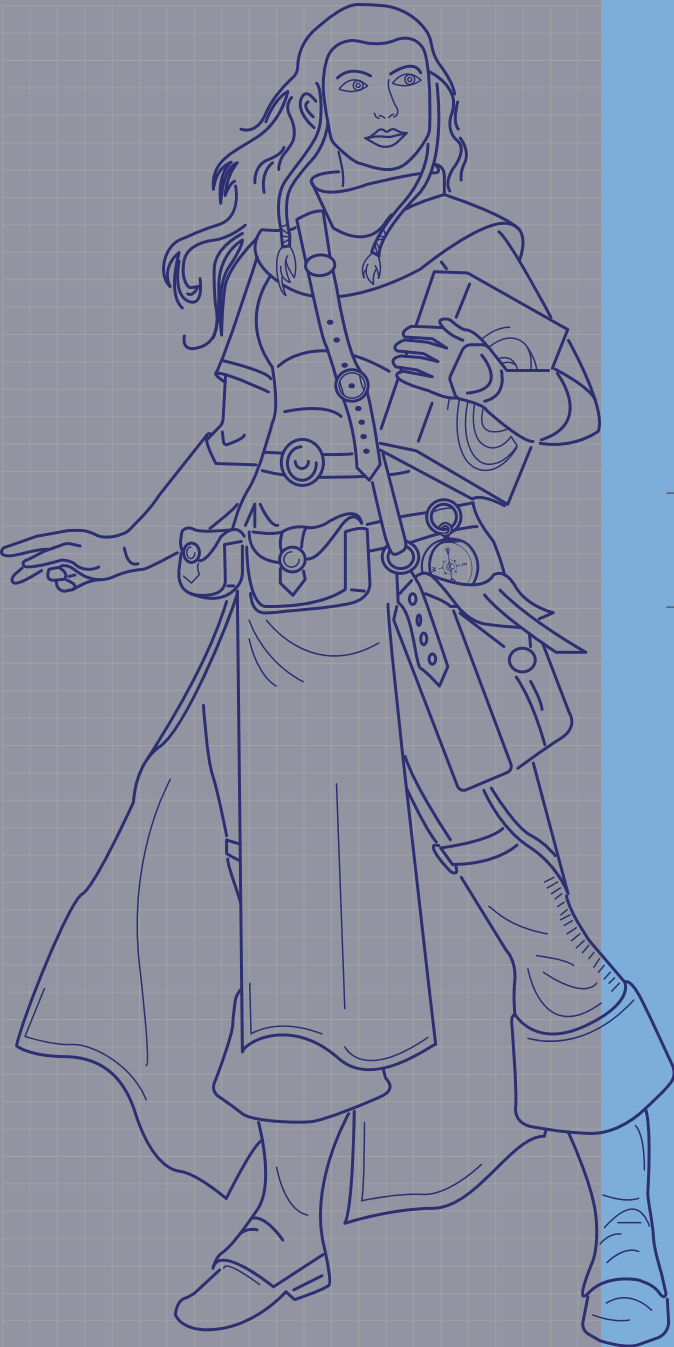
SENIOR SOFTWARE ENGINEER:

The Senior Software Engineer role is tough and people within it must have enough depth of experience that their decisions are informed and are cognisant of past experiences. You must have experience with several systems and processes, and be a guru at some technologies. You have enough experience that you are able to architect and structure a small project, whilst mentoring and managing others. That means you have proven that you can deal with scoping, expectation management, architecture, design and customer management. Your experience allows you to seamlessly pick up new frameworks and technologies too.

As a Senior, you'd also be expected to portray the maturity and softer skillset that Entelect Seniors are known for. Things like being able to hold others accountable, influencing change, galvanising a team and managing expectations of customers and team members are important skills for a Senior.

Many people choose to remain as a Senior Software Engineer, or Master Craftsperson as we sometimes call it, where they can code without getting involved in any of the management stuff. This is a career decision that Entelect values and respects, so don't feel pressured into moving into a management role if it's not for you.





PRODUCT DESIGNER

THE PATHFINDER

“My greatest goal is to make people’s lives better, and that is why I love my job. My job as a Product Designer is to juggle the needs for the business and users to achieve their goals, and the technical feasibly for the developers. This ultimately creates a solution that improves the lives of the people I work for and with.”



DESIGNING AND ARCHITECTING PRODUCTS THAT GIVE VALUE, ARE SIMPLE TO USE, EASY TO NAVIGATE AND ABOVE ALL, ENJOYABLE!

The Product Designers role is to enhance user satisfaction with a product by improving the usability, accessibility and pleasure provided in the interaction with the product for Entelect’s customers. Being adaptable as a Product Designer is very important. You will find that as you transition through different projects, teams, products and customers, you will always be learning and growing - and that’s part of what makes working at Entelect awesome.

PRODUCT DESIGNER:

This is an entry-level role and is reserved for individuals who may have recently graduated. With time, a Product Designer will learn how to work with best practices on a project, understand Product Design principles and be able to work with stakeholders, business analysts, customers and product owners.

INTERMEDIATE PRODUCT DESIGNER:

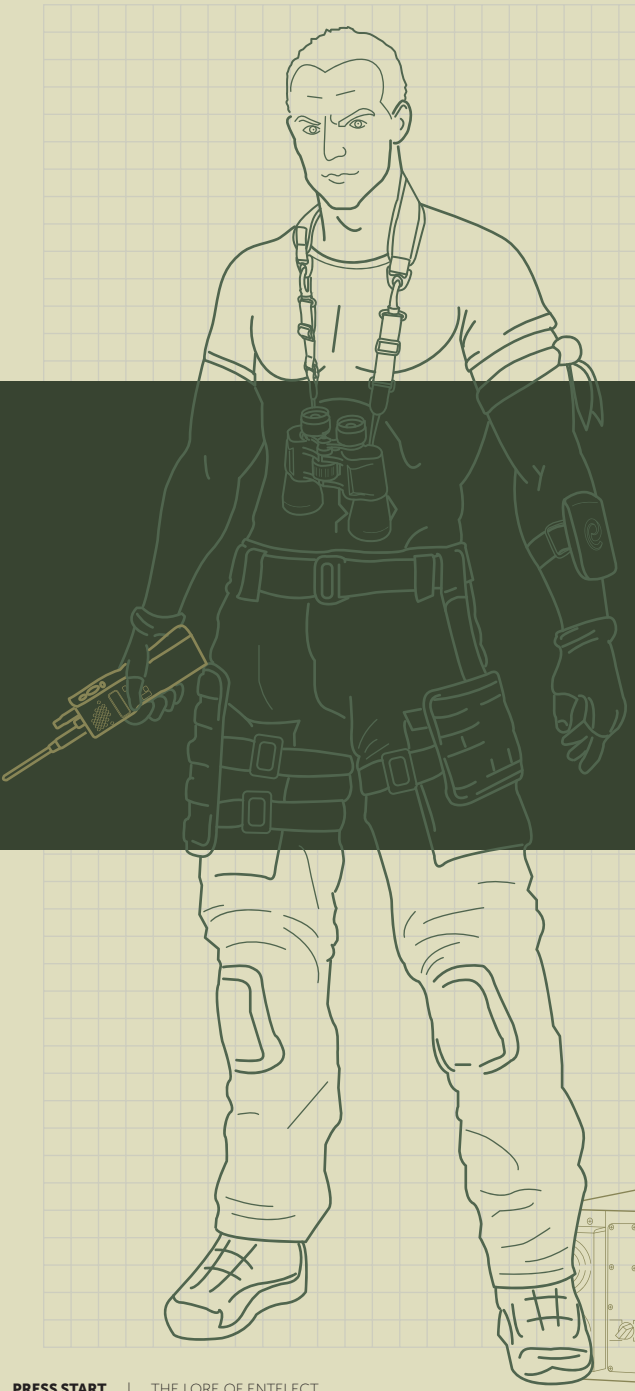
As an Intermediate Product Designer you can work on your own, are proficient in your craft and are capable of mentoring and coaching others. You will have a few years of relevant Product Design experience and can be tasked with driving the engagement on a small deliverable, customer or project, although you do so under the guidance of more senior Product Designers. You have the experience to foresee user experience design problems and are learning how to avoid them in the future.

SENIOR PRODUCT DESIGNER:

In addition to being technically proficient and adept at the craft of Product Design, you carry a wealth of experience across many different projects. You can draw on this experience to quickly apply Design principles to any new situation and can hit the ground running on any new project. You take ownership of projects and require minimal supervision. You can lead and co-ordinate teams and product deliveries, as well as make strategic design decisions.

“Entelect leadership has worked with the Product Design team to grow and develop our capabilities because they realise the crucial business value of user-centred design. In an increasingly competitive market, we know one of our key differentiators is the integration of Product Design into the product development lifecycle. Our Product Design team works alongside Software Engineers, BAs and leadership to create software that not only improve user’s efficiency and effectiveness but also brings smiles to their faces.”





AS AN ENTELECT DATA SOLUTIONS ENGINEER, YOU'RE ALWAYS INQUISITIVE.

You have a passion for data and how it flows from source all the way through to actionable insights. You use your excellent communication skills and data analysis smarts to translate between business's awesome ideas and making them a reality.

DATA SOLUTIONS ENGINEER

THE SCOUT

DATA SOLUTIONS ENGINEER:

This is the entry-level role and is reserved for individuals who may have recently graduated or are fairly new in their passion for data solutions. With time, a Data Solutions Engineer will learn how to work with good data modelling principles on a project, as well as how to work with stakeholders, business analysts, customers and product owners. Most importantly, how to read, understand and analyse data.

INTERMEDIATE DATA SOLUTIONS ENGINEER:

You strive to continuously grow your technical skill-set as well as knowledge on what data modelling methodologies to appropriately apply to any environment. If you are at this point in your career, it means that you have experience, you are working fairly independently and are probably becoming everyone's go-to data person.

As an Intermediate, you are expected to be skilled enough that you can assist other Data Solutions Engineers. You have a good sense of things such as modelling principles, stakeholder engagement and you are a damn good trouble-shooter because you understand how systems fit together, and when and who to ask for help. At this point in your career, you should also be able to design, architect and implement the basic components of a data solution.

SENIOR DATA SOLUTIONS ENGINEER:

You have a thorough understanding of best practice data solutions implementations. You work with multiple business units and understand how they impact each other. With this knowledge, you have the ability to provide a platform for business to pull the relevant levers to enable and affirm their strategic insights.

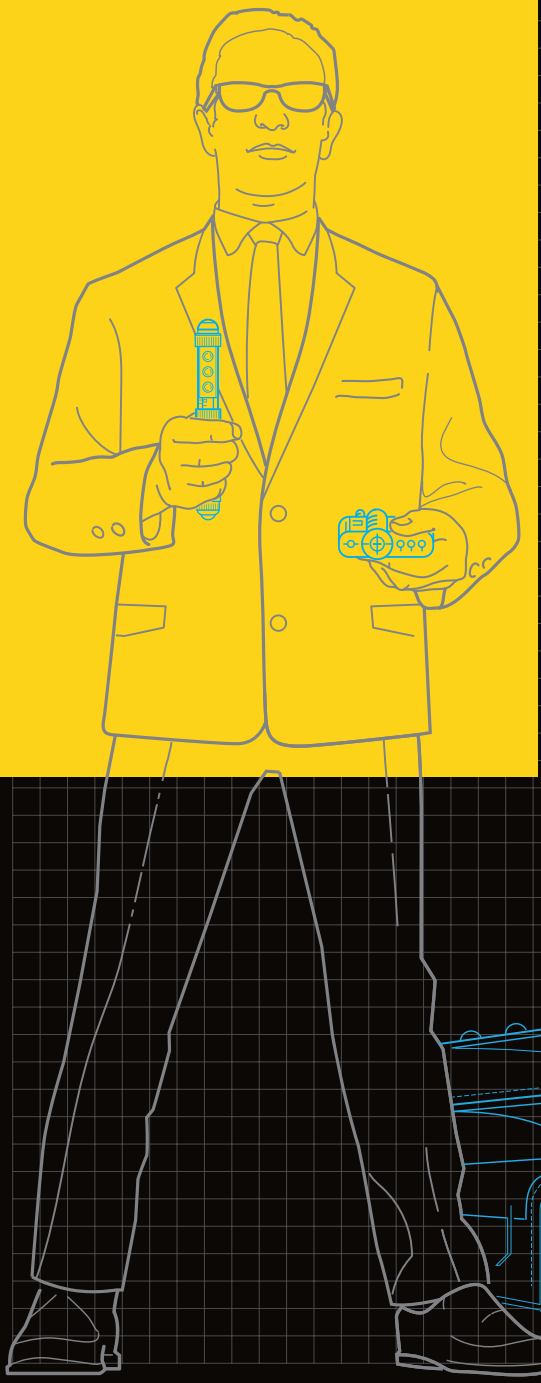
As a Senior, you'd also be expected to portray the maturity and softer skillset that Entelect Seniors are known for. Things like being able to hold others accountable, influencing change, galvanising a team and managing expectations of customers, and team members, are important skills for a Senior.

WE RESPECT YOUR CODE:

Many people choose to remain as a Senior Data Solutions Engineer, or Master Craftsperson as we sometimes call it, where they can code without getting involved in any of the management stuff. This is a career decision that Entelect values and respects, so don't feel pressured into moving into a management role if it's not for you.

"I work with the best minds in the industry to solve complex business problems for our customers. I consolidate, analyse and provide actionable insights to the customer to ensure they gain maximum visibility on their business and can execute on strategic ideas backed by data."





WE SEE OUR BUSINESS ANALYSTS AS THE GLUE THAT HELPS US KEEP EVERYTHING TOGETHER, SO THAT WE CAN FOCUS ON GETTING THE RIGHT SOLUTION TO THE CUSTOMER.

Our Business Analyst role covers the business-focused functions such as business process modelling, business architecture, strategy, management consulting as well as the technical areas - such as systems analysis, user experience and even data analysis.

Every project and customer we work with is different. You will find that the process, environment, tooling, maturity of the customer's software knowledge, and even our team composition will vary. This variation ultimately affects the role of the Analyst. Some customers follow a waterfall approach, so documents such as Business Requirements Specifications and Functional Requirements Specifications are delivered. Others may follow an Agile approach in which Use Cases with lighter Functional Requirements Documents are delivered. With that said, Business Analysts at Entelect are expected to be adaptable when it comes to the artefacts.

BUSINESS ANALYST

THE AGENT

"I love working here because I am exposed to cutting-edge technology and a wide variety of projects. My career plan is constantly moving forward."

"In my job, I've had the opportunity to work on country-wide loyalty programmes that service more than 6 million people – these opportunities don't come along anywhere else. It fundamentally changed my capability as a Senior BA"

BEING A BUSINESS ANALYST HAS VERY LITTLE TO DO WITH THE DOCUMENTATION YOU DELIVER, BUT MORE ABOUT THE FOLLOWING KEY AREAS:

- **SOLUTION FOCUS:** We care about the solutions our Analysts help deliver more than the quality of the documents. That is not to say poor documentation is acceptable.
- **COMMUNICATION:** Analysts need to be naturally strong communicators, as it is their underpinning function. This is no different when it comes to joining Entelect in the role of a Business Analyst.
- **ADAPTABILITY:** Adaptability is important to us. Typically, excellent Business Analysts have been in an environment for so long that they fully understand the domain, know exactly who to speak to and how to speak to them. We often don't have that luxury unfortunately, and as an Entelect Business Analyst you will need to quickly pick up a new domain, read people and understand how to communicate with them. Figuring out the business processes rapidly whilst adding value to delivery, is core.
- **PROFESSIONALISM:** Business Analysts interact with the customer directly – in essence working very closely with our customers – communicating face-to-face, over email, phone, Slack, WhatsApp, text or whatever makes sense and adds value. This is true for all levels, so an element of professionalism is very important to us. Being a Business Analyst at Entelect means you are now representing an organisation, a brand, but most importantly something you are intrinsically part of.

DEPENDING ON YOUR EXPERIENCE AND ABILITY AS A BUSINESS ANALYST, YOU WOULD FALL INTO ONE OF THESE THREE ROLES:

BUSINESS ANALYST

Whilst this role may be an entry into the field, our expectations are still high, but you will receive a bit more guidance. With time, a Business Analyst will learn good principles: how to work with stakeholders, software engineers, customers, product owners, testers etc. and how systems fit together, amongst many other things.

INTERMEDIATE BUSINESS ANALYST

If you're at this point in your career it means that you now have some experience; you are working independently and you are able to provide guidance to more junior team mates. As an Intermediate you are expected to be skilled enough to assist others. You also have a good sense of things like the domain and stakeholder engagement. You should be running project-level responsibilities independently, gathering and communicating requirements at a respectable level, but will probably still lack the ability and experience to run an engagement from end-to-end.

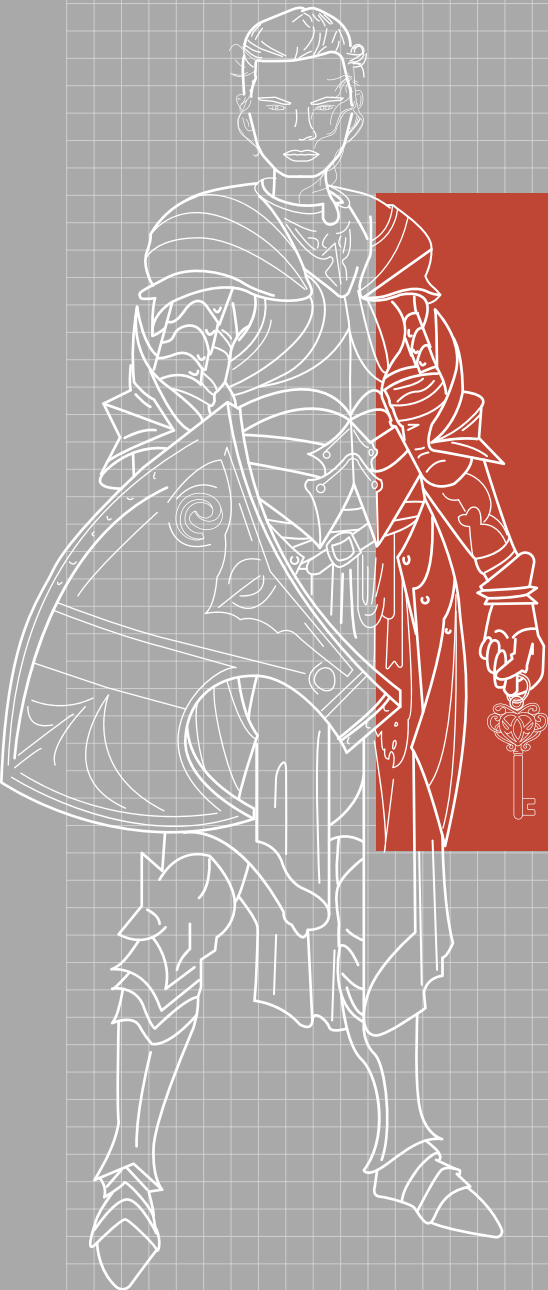
SENIOR BUSINESS ANALYST

The Senior Business Analyst role is tough and people within it must have enough depth of experience that their decisions are informed by (and are cognisant of) past experiences. At this point you have seen several domains, systems and processes and are a guru at picking up the essence of a new requirement and domain quickly.

We expect someone at this level to be able to fully manage a small engagement from end-to-end. This includes meeting the customer, gathering their requirements, documenting and sizing the requirements, project-managing this requirement and taking it all the way to delivery whilst mentoring and managing others. That means you have proven that you can deal with scoping, expectation management, architecture, design and stakeholder management.

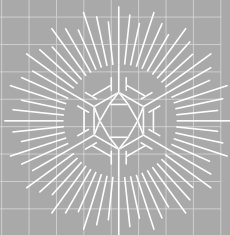
As a Senior, you'd also be expected to portray the maturity and softer skillset that Entelect Seniors are known for. Things like being able to hold others accountable, influencing change, galvanising a team and managing expectations of customers, and team members, are important skills.





QUALITY ASSURANCE ENGINEER

THE SENTINAL



AT ENTELECT, WE SEE OUR QA ENGINEERS AS GATEKEEPERS OF QUALITY SOLUTIONS.

The QA engineer's role is to ensure that we are building the right thing, and that we are building the thing right. You will find that with each project there are many different ways to achieve this. You will learn all about building test plans that are forward-thinking while remaining grounded in solid QA principles.

QA ENGINEER

This role is reserved for engineers that have recently graduated and might not have traditional exposure in a Software Development Lifecycle. With time, a QA Engineer will learn the art of working with other members of a delivery team such as developers, business analysts, product owners and other stakeholders.

You will also get accustomed to the processes involved in bringing a system to life.

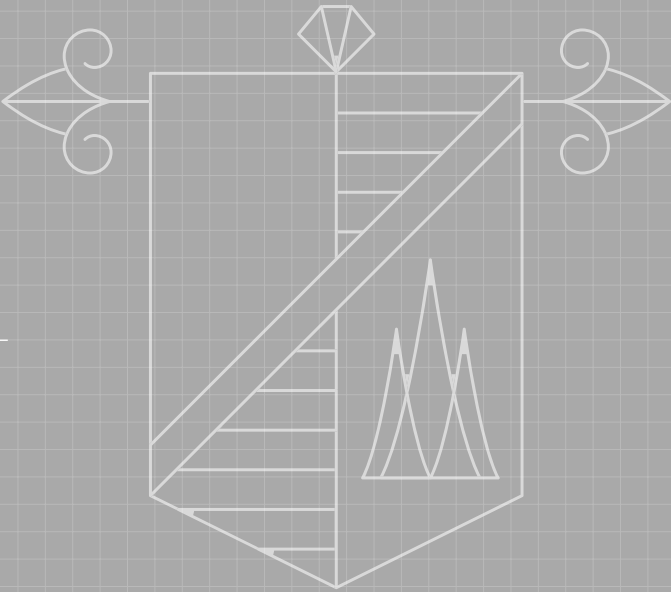
INTERMEDIATE QA ENGINEER

As an Intermediate QA Engineer, you are expected to be a self-starter, technically curious about the way code behaves with a commitment to quality throughout the SDLC. You will need to adapt to different flavours of Agile implementations and remain pragmatic about your approach to Quality Assurance.

As with each implementation, tools and tech are different, so you will learn how to adjust your QA implementation (manual or automation) to be fit for purpose. A highly successful approach in one project does not necessarily work for another.

SENIOR QA ENGINEER

At this level, you are expected to be the quality liaison between stakeholders and delivery teams. You will need to put together forward-thinking test approaches and plans that best suits the requirements of our customer. As a Senior, there is a lot of focus on mentorship and developing a set of soft skills that you use to drive quality processes in the team.



"I get to be the gatekeeper of the quality and performance that I demand from sites and apps that I use. No amount of testing can prove software to be right, but a single test can prove it to be wrong."



Team Leads at Entelect are still hands-on, designing and writing software on a daily basis alongside their team. Our Team Leads are still fully involved and invested in the projects they are assigned to, and as such, this is a perfect role for those individuals who still love to code, but also want exposure to the management and leadership space.

TEAM LEAD

THE COMMODORE

“I could not have grown more anywhere else than here at Entelect. We are a bunch of talented, driven people, mostly a technical bunch. But we are passionate about developing the best software because we know we can. Personally, I love working with apps that my mates are using.”

OVER AND ABOVE DEVELOPMENT RESPONSIBILITIES, TEAM LEADS ARE ALSO RESPONSIBLE FOR FOUR KEY AREAS:

TEAM

Looking after the team is probably one of the most important responsibilities in the organisation that is bestowed onto our Team Leads. As you have probably noticed, we value our people and we want to create environments where everyone is mentored, coached and able to grow. Our Team Leads are ultimately responsible for this mentoring and are held accountable for the growth of the individuals within their teams. They do this through their day-to-day management of the team, monthly one-on-one sessions and performance appraisals, which they are expected to run and manage. This isn't always an easy task and sometimes requires a Team Lead to deal with difficult situations and conversations.

PROJECT

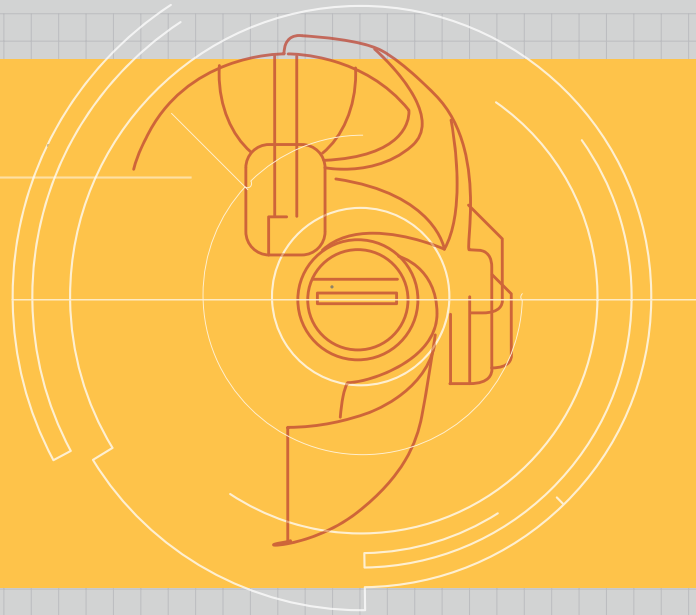
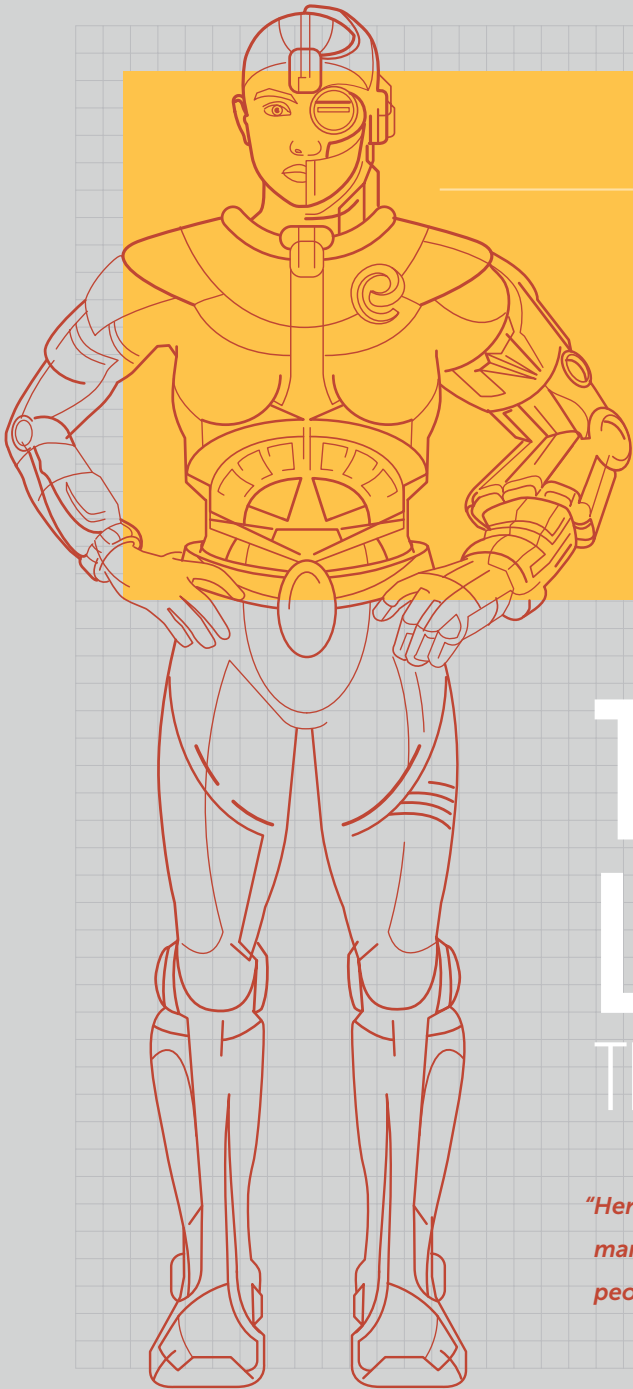
Team Leads are responsible for the delivery and quality of their team's deliverables. They are responsible for implementing and rolling out the tooling and processes necessary to ensure this delivery.

CUSTOMER

Team Leads are our face on projects; they are a key representative tasked with fostering a meaningful relationship with our customers. They need to ensure that the necessary communication happens, deliver a high level of service, as well as proactively address potential issues. It is important to note however, that there is no heavy expectation of cross-selling or upselling our services, with the role being focussed on delivery, people and project matters. The account management function is normally assigned to a member of the Senior Leadership team.

ENTELECT

Team Leads are a part of the broader leadership team and are influential in company-wide strategic decisions.



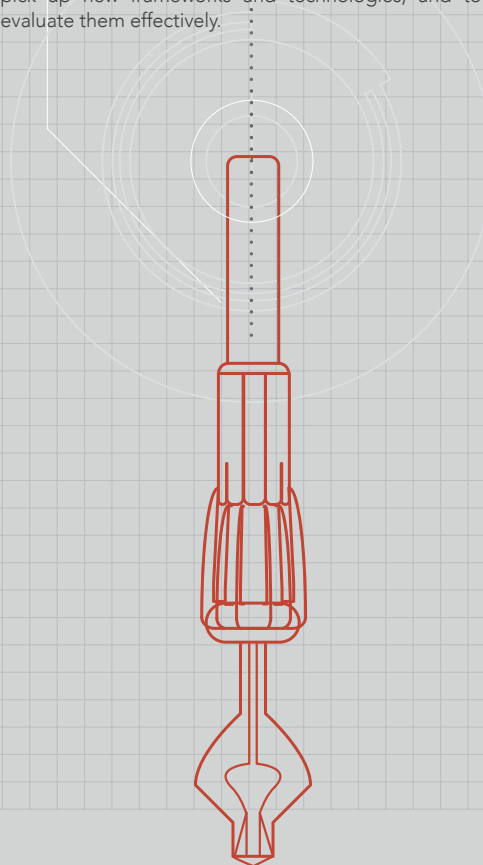
TECHNICAL LEAD

THE TECHNOLOGIST

“Here, you have the freedom to become more. The open management structure says a lot about the company and the people come first. Happy people equals happy customer.”

The Technical Lead role is one of the leadership roles at Entelect; you are expected to lead and drive technical direction, quality and delivery - not only within your project, but also across the entire company. You are not responsible for the career management of the people on your team, nor are you solely responsible for customer management. Your core responsibilities are within the technical arena.

As a Technical Lead, you have seen several systems fail, succeed and evolve, and are a guru in some of these technologies. You have enough experience that you can architect and structure a project, which would conform to the enterprise environment, whilst mentoring and guiding others. That means you have proven that you can deal with scoping, expectation management, architecture, design and some customer management. Your experience allows you to quickly pick up new frameworks and technologies, and to evaluate them effectively.



IN ADDITION TO THIS, YOU WILL NEED:

DEPTH OF EXPERIENCE: Technical Leads should have a deep understanding of why certain frameworks are beneficial, while also understanding the pitfalls of these tech choices. To make these informed decisions, the Technical Lead needs a depth of experience from working in a variety of system types and technologies within different domains and enterprise environments. This is not easily quantifiable, but it does manifest itself in the decisions that a Technical Lead makes, ensuring that we are delivering systems of high quality.

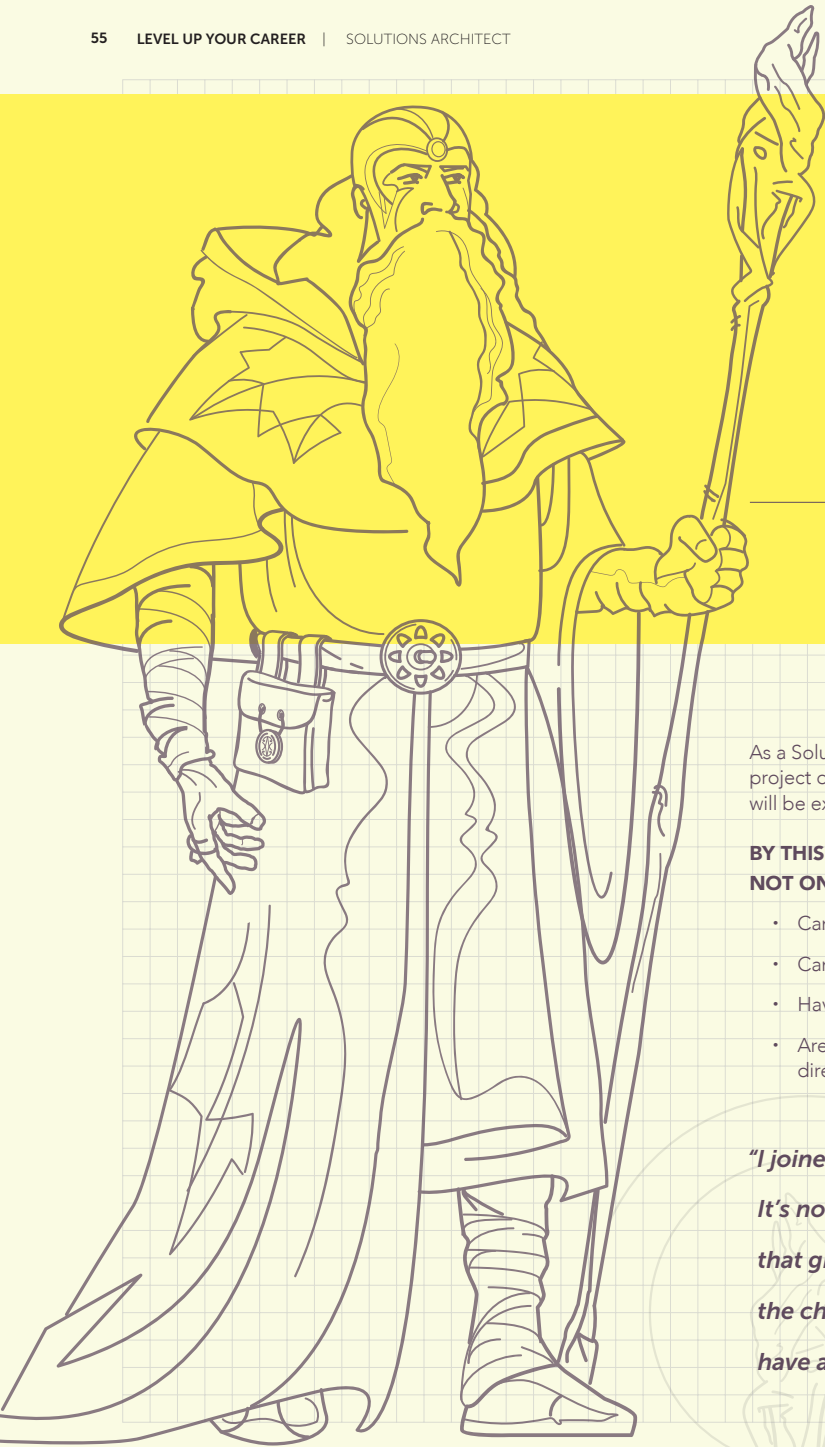
LEADERSHIP: Whilst Technical Leads may not be responsible for career development, they are responsible for leading and driving technical decision-making within their teams, and to do so, they need to have built up a high level of respect from the team members. A Technical Lead is a master at gaining buy-in and influencing others. In the same light, Technical Leads need to be trusted and respected by their customers too. You must be proactive in building relationships with the senior members of the customer.

TECHNICAL LEADERSHIP: It is imperative that the skills of all our people are above expectations, and this is one of the focuses as a Technical Lead at Entelect. This can be achieved by structuring training programmes, driving technical discussions/best practices, as well as improving the technical landscape both on the project, at the customer, as well as within the greater Entelect community.

AS A TECH LEAD, YOU CAN OPTIONALLY GET INVOLVED IN BROADER ENTELECT-WIDE TECHNICAL INITIATIVES SUCH AS:

- Creating technical thought-leadership content through our internal blogging platform, promotion of interesting articles, encouraging speaking at conferences, enabling User Groups at Entelect and various other community initiatives.
- Building and maintaining a knowledge base within Entelect while creating incubators for new technologies, generating project profiles and skills matrices, creating Entelect's technical publications, and bringing together various recipes for bite-sized implementations of specific technologies or methodologies.
- Building out and administering Entelect's training, fostering a culture of contribution towards Entelect's technical objectives and promoting the idea of craftsmanship within our team while maintaining a focus on delivery.





SOLUTIONS ARCHITECT

THE SAGE

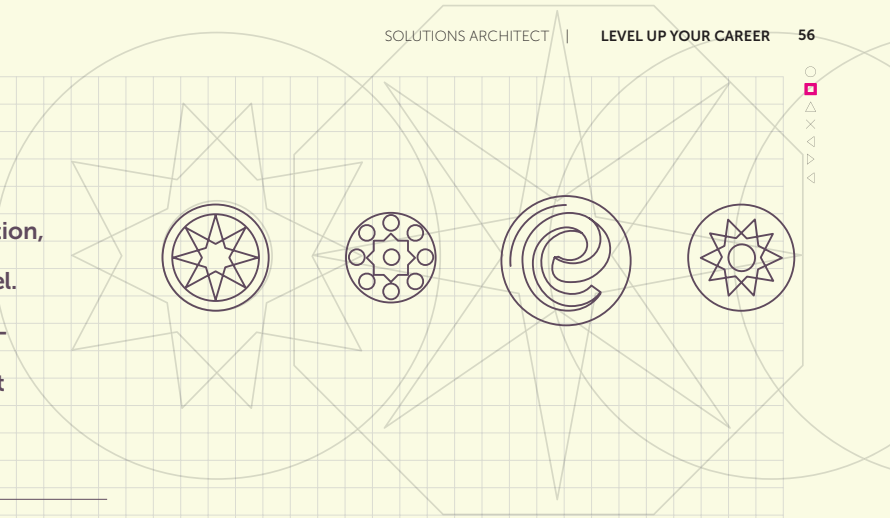
As a Solutions Architect at Entelect, you will no longer be fully involved in one project or customer. Your core responsibilities are at a company level and you will be expected to consult across several projects and initiatives.

BY THIS POINT IN YOUR CAREER YOU HAVE PROVEN THAT YOU ARE NOT ONLY A MASTER CRAFTSPERSON, BUT THAT YOU:

- Can be fully trusted with all technical decision making
- Can balance technical requirements with a project's business objectives
- Have contributed to improving Entelect's technical landscape
- Are able to consult and advise customers on their chosen technical direction.

"I joined Entelect 9 years ago as a Senior Software Engineer...

It's not always been easy. The work is very challenging, but that gives you the opportunity to prove yourself and move up the chain. Now I am a Solutions Architect, so the challenges have all been worthwhile."



As a Solutions Architect, you have a proven track record as a Technical Lead and have contributed at several levels of the organisation, both at an operational and at a strategic level. The Solutions Architect role is also mandate-driven, and as such, each Solutions Architect may have slightly different KPIs.

AT A HIGH LEVEL, THE SOLUTIONS ARCHITECTS HAVE THE FOLLOWING RESPONSIBILITIES:

IMPLEMENTATION

Solutions Architects are still involved in the implementation of projects, usually at a minimum of 2 days a week. Being invested in project work is important as it helps to keep the Solutions Architect's skills "fresh". We prioritise the project work assigned to you and would only use the Solutions Architect where it makes sense. Some examples would be to kick off a new project, or to assist in bringing a project at risk back on track.

LEADERSHIP

Solutions Architects are responsible for mentoring and driving the Technical Leads within Entelect. Whilst the relationship is not an authoritative one, you are expected to "rally the troops" and guide them toward a common goal. You will be involved in raising the bar of technical excellence across our tech leadership circles.

ASSESSMENTS AND CONSULTING

Solutions Architects may be required to complete technical assessments of existing systems. This will include, but is not limited to, the architecture of a system, the methodologies used by a development team and/or the tooling and environments.

TRAINING

Solutions Architects assist in improving the training at Entelect and this includes both the strategic and operational aspects behind it. You need to ensure the quality is high, the content is relevant, the delivery is effective, and the necessary tracking and governance is followed. You will also source and manage training suppliers.

STANDARDS AND DOCUMENTATION

You are now the custodian of quality of delivery across Entelect, and as such, you are responsible for ensuring that the relevant standards are in place, that they are communicated effectively, as well as being followed.

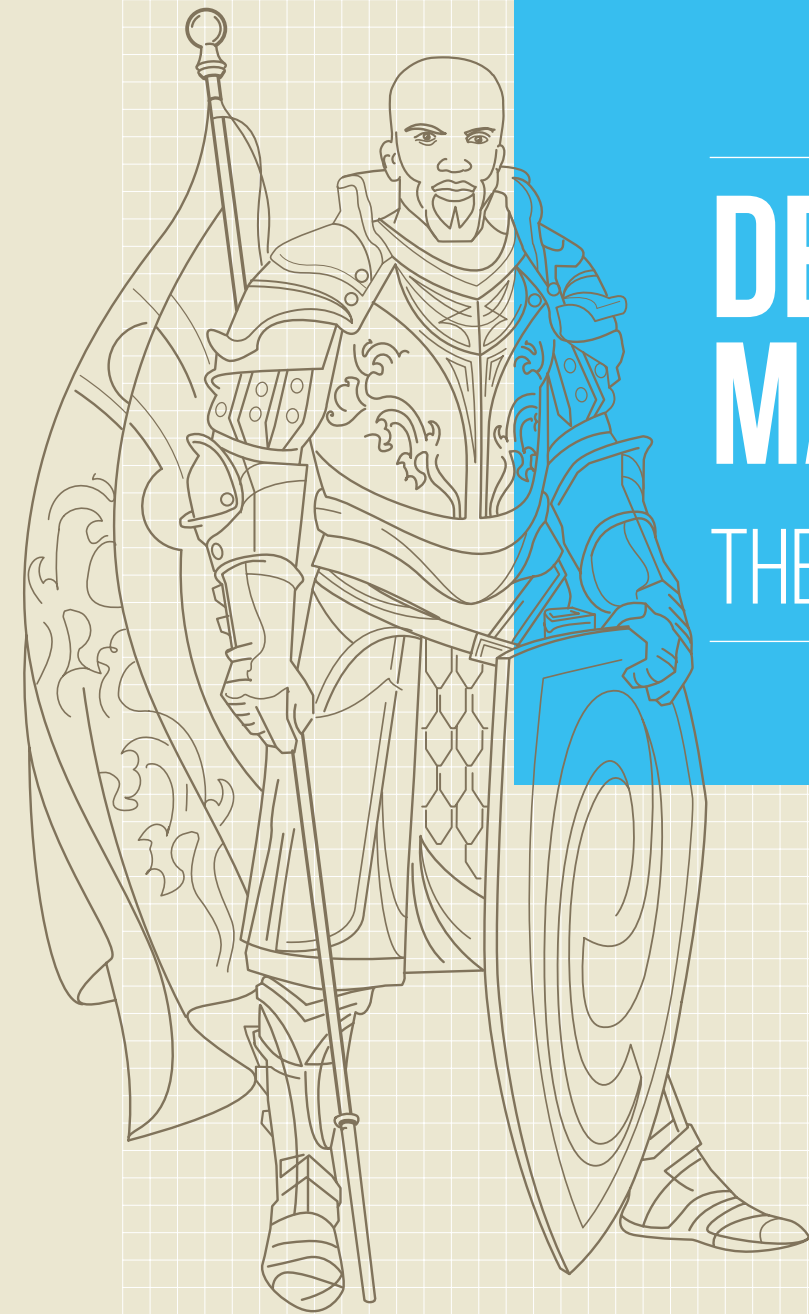
PRESALES

As the technical authority at Entelect, you will be consulted during the proposal phase of projects to ensure the correct technical decisions are being made. You may need to develop prototypes as part of this process.

RESEARCH AND DEVELOPMENT

You would be expected to assign some of your time to R&D. This may involve helping to understand technology trends or new technologies that we come across. It may also involve building accelerators and libraries that can be shared and reused across various projects.

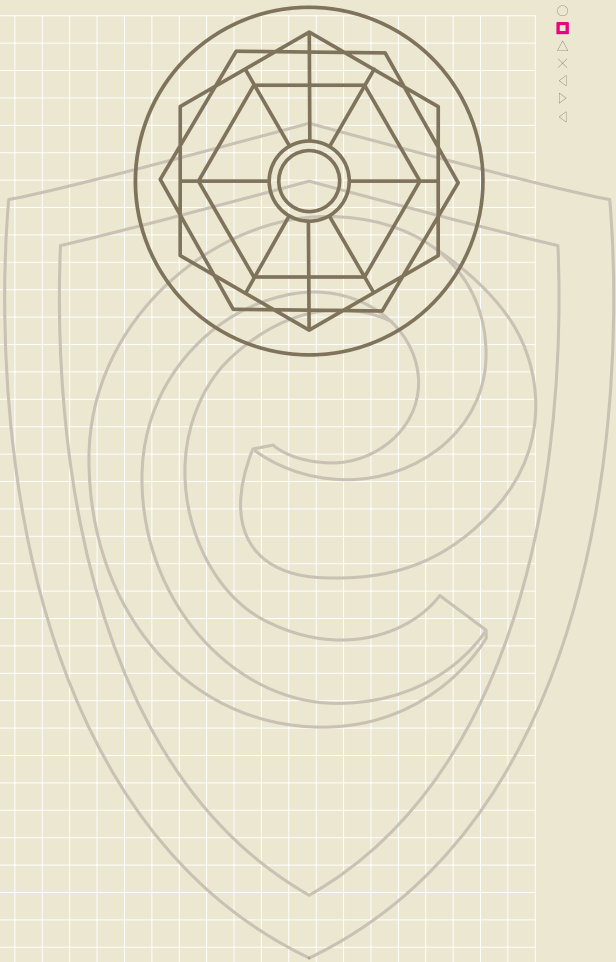




DEVELOPMENT MANAGER

THE CENTURION

“There is a strong emphasis on people and a concerted effort to make people happy. So, if you want to learn the trade and craft you will not find a better place. At Entelect you are surrounded by people willing to impart their knowledge and help you to grow. People are encouraged to drive themselves and then are given all the tools to make it happen.”



CHOOSING TO MOVE INTO A DEVELOPMENT MANAGER ROLE IS A BIG STEP IN ONE’S CAREER AS YOU ARE CHOOSING TO TAKE A STEP AWAY FROM YOUR CRAFT.

If you started off your career as a developer or analyst, then you are choosing to no longer write code or perform analysis on a day-to-day basis, so it really is a big career decision.

The Development Manager role has a large strategic and commercial element to it, so before being considered for the role, you would need to have developed a strong track record as a Team Lead and would need to have built up solid customer relationships.

DEVELOPMENT MANAGERS ARE NORMALLY ALLOCATED TO ONE OR MORE CUSTOMERS, EACH WITH A CORE MANDATE AROUND THEM.

IN GENERAL, THE DEVELOPMENT MANAGER HAS THE FOLLOWING RESPONSIBILITIES:

LEADERSHIP:

The Development Manager will often have many teams and Team Leads reporting to them for guidance and mentorship.

DELIVERY:

The Development Manager is ultimately responsible for the delivery and the quality of that delivery across all their teams and projects.

COMMERCIALS:

Whilst not ultimately accountable, the Development Manager does need to be concerned with the commercials regarding their customers. They will be involved in the sales process and will actively take part in growing the footprint of Entelect at a given customer. Part of the function includes cost negotiations, contract renewals and having the vision for opportunity.

ACCOUNT MANAGEMENT:

The Development Manager serves as the primary business contact for a customer and represents the customer’s interests at Entelect and vice versa. Because they are close to the customer, constant proactivity is needed to monitor and improve the service our customers receive.





CHAPTER 3

PERKS

A-PLenty!

WHAT WOULD A COMPANY BE WITHOUT A FEW COLLECTABLES TO MAKE THE GAME A LITTLE MORE INTERESTING?

POWER UPS!

HEALTH

Entelect have partnered with Discovery Health as our preferred medical aid scheme, and as such, have a dedicated account manager that can help our people when the need arises in dealing with Discovery. Being a part of the Entelect Discovery group scheme means that new members wishing to join Discovery have the waiting period waived and billing occurs in arrears instead of up front. Entelect also takes care of paying the premiums directly out of people's salaries.

FINANCE

Our value of growth holds true when it comes to our people's future financial planning. How much growth though, is always a choice. Entelect's mandatory Provident Fund scheme gives our people options on how much they want to save, how aggressively they want to invest and provides added benefits such as Life, Funeral and Disability cover at preferential rates.

INSURANCE

Entelect has an optional Vehicle Insurance scheme that provides our people with highly competitive vehicle insurance premiums. Best of all, being a young company, we know that the youth are often taken advantage of when it comes to their vehicle insurance premiums, and our insurance provider understands that, too. Being a part of the scheme means shared risk, resulting in generally lower premiums. Because of the long and close relationship between our two companies, our brokers really go out of their way to look after our people when dealing with claims.

JUMP BOOSTS



GOLD COIN 1

YOU GET A BONUS, YOU GET A BONUS, AND YOU GET A BONUS!

Everybody in the company is guaranteed to get at least 1 bonus equal to their salary, paid out Ke'Dezemba boss! In your first year with us, that bonus is prorated to the amount of time you have been with us. But there is more. We have been known to give bonus bonuses based on our collective success.



GOLD COIN 2

WAIT, WUT? INCREASES TWICE A YEAR?

Yes, you read that right. Entelect conducts bi-annual performance reviews along with continuous feedback throughout the year which means we give people 2x increases every year (January & July). We are committed to rewarding performance, quickly.



GOLD COIN 3

BE LOYAL TO YOURSELF

As a way of encouraging each person to look after their holistic wellbeing, people loyal to us earn Loyalty Leave over and above Annual Leave. It's more time to do what you want to do, recharge and refresh when you want to, or need to! It presents a unique opportunity for individuals to take the time away from their workspace to focus on hobbies, travel, spend time with loved ones and so much more. The longer you are with us, the more leave you get.



GOLD COIN 4

INVITE OTHERS TO THE PARTY

Know people that are technically sound, like-minded, passionate and will fit right in with our culture? Well then you will be in the driving seat of adding additional earnings to your salary with our unique referral incentive programme. Some upfront cash and then a monthly boost to your salary; everyone walks away from the party with a balloon!



GOLD COIN 5

KUDOS

Kudos are themed achievements that are awarded by peers for Entelectuals that deliver, inspire, promote, and manifest our values in the workplace. Every month, people who have exemplified a value are awarded prizes and their story is shared with all. It's how we recognise awesomeness, so go forth and be awesome!



GOLD COIN 6

ENTELECT REWARDS

When it comes to people incentives, Entelectuals get rewarded through our Entelect Rewards Programme. Entelectuals earn points for living Entelect's values, delivering exceptional results, promoting their own individual brands, and giving back to the community. These points can be redeemed for things like: software licenses, gaming vouchers, investment options, shopping vouchers and even Uber rides.



GOLD COIN 7

FEELING A SNACK ATTACK COME ON? THERE IS A CARE PACK FOR THAT!

We know that engineers need fuel during their day to produce great code, so all of our teams have access to free snacks and cold drinks in the form of care packs, delivered right to your desks!



GOLD COIN 8

TEAM LUNCH ON US!

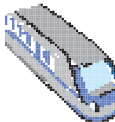
Relationships are important to us and taking time out with your team forges fellowship in a relaxed and chilled environment. So, every month, we also give our teams a little extra time away from the office for a lunch, on us! You can choose where and when you want to go.



GOLD COIN 9

IF PEOPLE AREN'T HAVING FUN, THEY SELDOM PRODUCE GOOD WORK!

Whilst each team has a slightly different flavour when it comes to having fun (which we encourage!), there is always a bunch of things on the go across all our hubs. Stocked fridges with refreshments, healthy and treat food stations and all the coffee you could ever need. Socials are the norm and our year-end parties are famous! Our vibe is mi casa e su casa, make yourself at home while hanging out with your colleagues.



GOLD COIN 10

COMING FROM LANDS FAR AND WIDE?

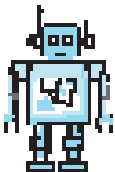
For those living in Pretoria and commuting to Johannesburg, we offer a travel benefit in the form of a Gautrain allowance, reducing travel costs and buying them that all important time away from traffic.



GOLD COIN 11

FUEL TO GET YOU GOING!

No, this is not food – that we already covered! For those that don't commute and don't use the Gautrain, we have a loyalty benefit in the form of a petrol card to help you on your way. Spend 2 years with us in order to qualify for this and save more on your travel costs as you continue your journey to Become More!



GOLD COIN 12

TECH ACCELERATOR PROGRAMME

For those with innovative aspirations, our Tech Accelerator Programme is a great way to explore those aspirations and ideas. We allocate time, budget and face-to-face time with our Tech Leads during the year towards your idea, and best of all, the IP of the project remains yours.



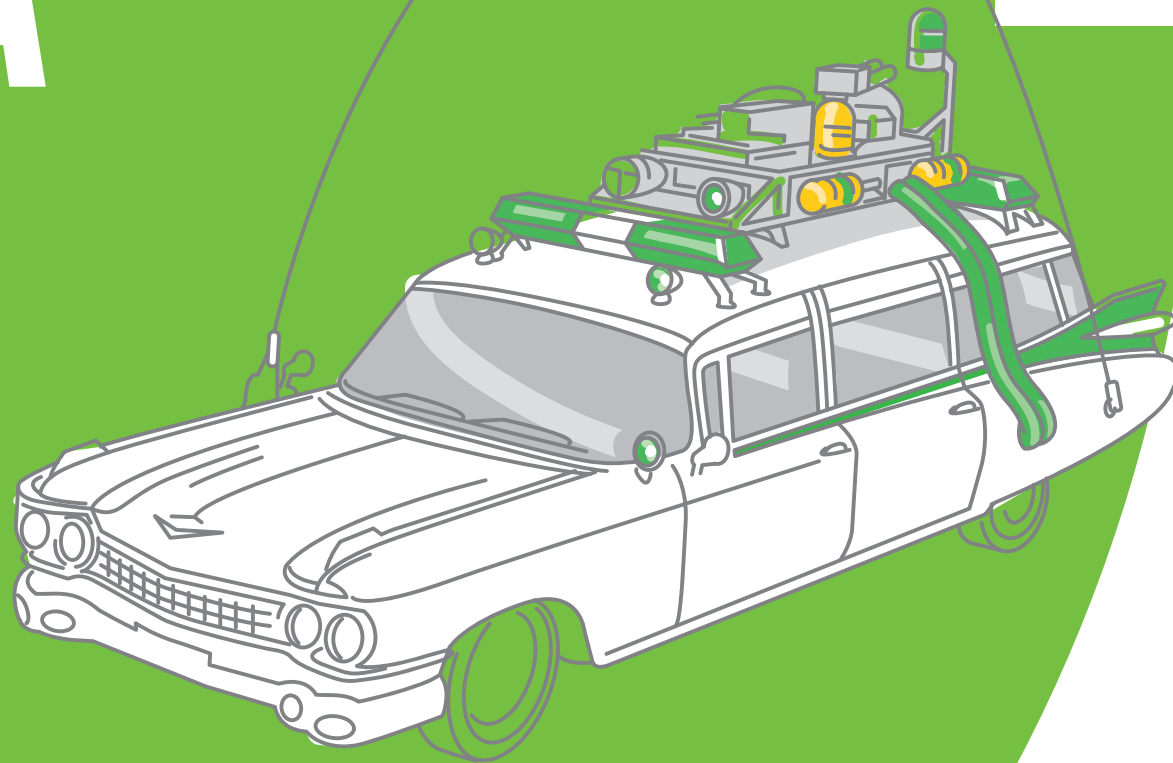
GOLD COIN 13

CONGRATULATIONS, YOU ARE ONE YEAR OLDER!

For your birthday, you get a day's leave to use within the month of your birthday.



WHO YOU GONNA CALL?



WE CARE.

As Enteectuals, we are constantly looking for challenges and greater problems to solve. It's what drives us, and the challenges of our busy lives should not stop us from reaching our true potential. At Enteect, we have our We Care Programme that provides valuable support to protect our people's well-being and to support our people in coping with problems they may encounter at work or at home. All our people are holistic individuals and are granted open access to all services, free of charge (on us, mahala).

Our services range from partnering with a digitally enabled, comprehensive Employee Assistance Programme, to working closely with a selected, high-touch network of medical professionals, to highly experienced training providers and an internal team of passionate industrial psychologists and leaders who facilitate it all on your behalf.

THE GOAL OF OUR WE CARE PROGRAMME IS TO FOCUS ON THESE EIGHT DIMENSIONS OF WELLBEING:



Emotional Wellbeing

Paying attention to self-care, managing stress, fostering positive social connections, and developing inner resources so you can learn and grow from experiences is important.



Occupational Wellbeing

This dimension of wellness emphasises personal satisfaction and enrichment in one's life through meaningful work.



Intellectual Wellbeing

This wellness dimension means applying your knowledge, seeking new opportunities to learn, and actively engaging with the world around you.



Environmental Wellbeing

The core principle for this dimension is respect for all of nature and the creatures living in it. It includes living in harmony with the Earth by taking action to protect it and promoting interaction with nature.



Financial Wellbeing

Financial wellness is about the process of learning how to successfully manage your financial expenses. Money plays a vital role in our lives and not having enough of it impacts other aspects of our wellness.



Social Wellbeing

Social wellness is about performing social roles effectively and comfortably. This dimension encourages you to develop relationships with peers and intimate relationships with romantic partners.



Physical Wellbeing

Physical wellness refers to maintaining a healthy lifestyle. It involves engaging in regular exercise, eating nutritious food, getting sufficient sleep, and addressing any signs of illness.



Spiritual Wellbeing

Spiritual wellness is the ability to establish peace and harmony in our lives. Spirituality involves the practice of learning to be self-aware and recognise your existence here in time and space.

We want to help you improve your health and well-being, we want to empower you with lifestyle skills and resources, and to look after your morale and maintain job satisfaction.

All of our services come with the right level of confidentiality and care that you deserve, and we are constantly looking for new partners and ways to iterate on our programme.

CHAPTER 4

REMEMBER YOUR TRAINING

"ONE DOES NOT SIMPLY...
REMAIN THE SAME"

TRAINING INITIATIVES ARE PLENTY, AND THERE IS A FORMAT TO SUIT EVERY LEARNING STYLE. **IT DOESN'T MATTER HOW YOU GROW, JUST AS LONG AS YOU ARE GROWING.**

Training, learning and mentorship is part of our DNA. We incorporate learning into every aspect of the job through working alongside some of the world's best talent – people who are dedicated to learning from, and teaching, each other continuously.

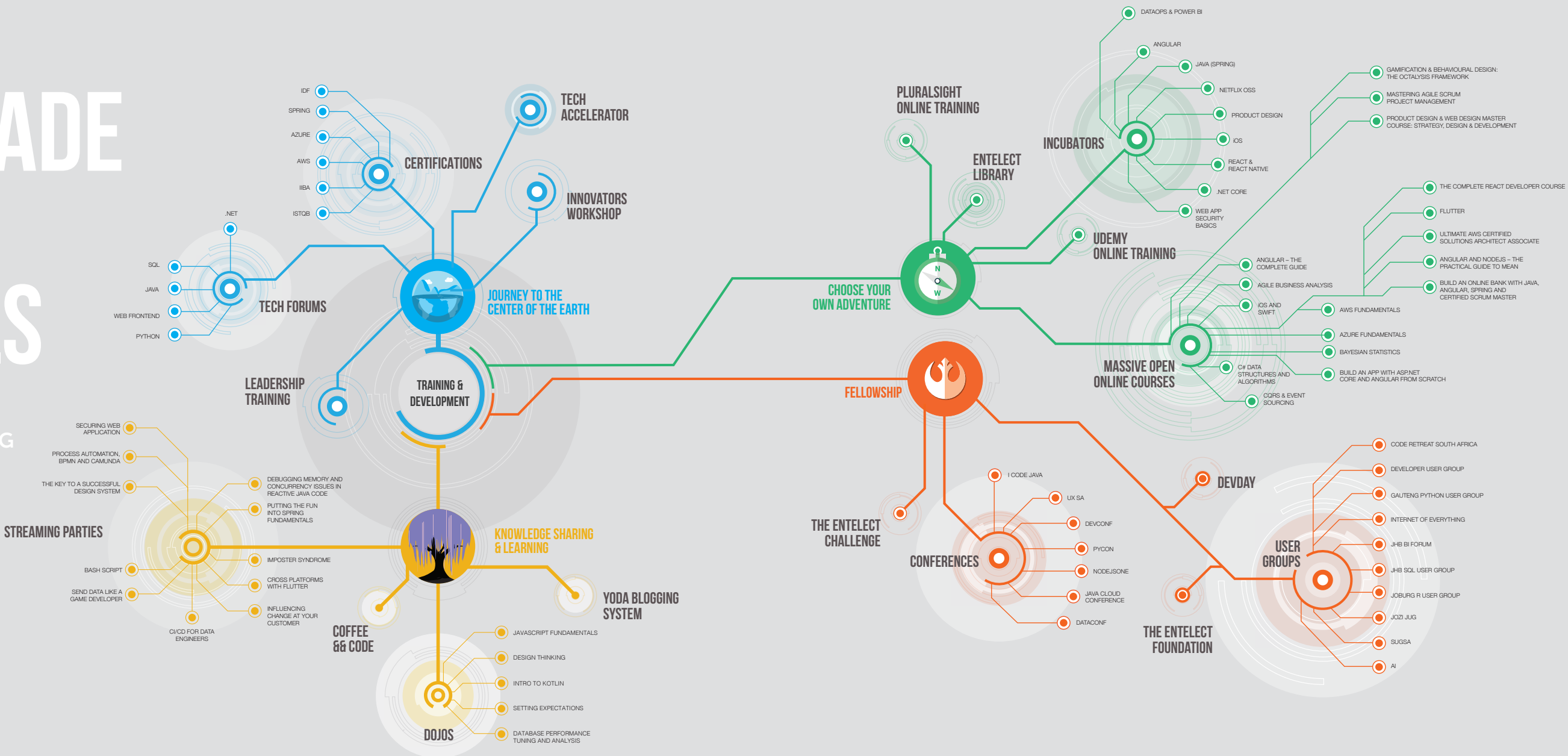
Outside of the day-to-day work, our extensive range of learning programmes are structured to help our engineers grow; this could be anything from an in-depth course on Java Spring, which would be covered over several days, to a teaser on the latest Single Page JavaScript Framework covered in an hour over pizza and drinks.

We have structured the training to cater for different learning styles. There are options for self-study training, group-based training, formal and informal learning, and if there isn't anything suitable for you then we encourage you to find what works and we will look at sponsoring it.



UPGRADE YOUR SKILLS

THERE ARE MANY ROUTES TO TAKE WHEN UPGRADING YOUR SKILLS.



PLURALSIGHT ONLINE TRAINING

Entecl provides access to Pluralsight, an online, on-demand technology learning platform. There are over 5,000 relevant courses to choose from, so there is something for everyone in there.

UDEMY ONLINE TRAINING

Udemy has become a firm favourite amongst Entecluals. You can enjoy up to 6 courses a year through Udemy and work through these at your own pace and the best part is that you'll retain ownership and access to courses even after completion.

MASSIVE OPEN ONLINE COURSES

The current set of Massive Open Online Courses (MOOCs) available on the internet is of excellent quality. MOOCs have changed the training industry because courses can be developed relatively easily by anyone and are generally vetted by the public, making it a true self-regulating system - we have Entecluals who have also contributed to some of these courses.

We provide Entecluals access to other MOOC providers such as Coursera, edX and Udacity, and our Technical Leads and Solutions Architects will be able to advise on the best courses out there.

Some of the MOOCs that Entecluals have undertaken include the following:

- Angular - The complete guide
- Agile Business Analysis
- WS Fundamentals
- Azure Fundamentals
- Bayesian Statistics
- Build an app with ASP.NET core and Angular from scratch
- C# Data Structures and Algorithms
- CQRS & Event sourcing
- The Complete React Developer Course
- Flutter
- iOS and Swift
- Ultimate AWS Certified Solutions Architect Associate
- Angular and NodeJS - The practical guide to MEAN
- Build an online bank with Java, Angular, spring and Certified Scrum Master
- Gamification & Behavioural Design: The Octalysis Framework
- Mastering Agile Scrum Project Management
- Product Design & Web Design Master Course: Strategy, Design, Development
- Azure Data and AWS Data

IF YOU PREFER TO STUDY ON YOUR OWN
AND AT YOUR OWN PACE, THERE ARE A FEW
SELF-STUDY OPTIONS FOR YOU.

CHOOSE YOUR OWN ADVENTURE

ENTECL LIBRARY

We created the Entecl Library for those who prefer learning through books. The library has a ton of books, and is constantly growing as people request new books to be purchased and added.

INCUBATORS

Incubators are short, self-learning training packs that will help people get started in a new technology stack. They are created or curated by Entecluals and are internally open-sourced, thus are continuously evolving.

The training packs are composed of a few key items such as:

- Some reading material and training content (i.e. someone else did the Googling already)
- Foundation source code and instructions to get started
- A small project to complete with guidelines along the way
- A list of Entecluals who can assist when the going gets tough

Whilst incubators fall within the self-study section, there will be a lot of support along the way making learning even easier.

Currently, we have incubator packs for the following:

- Angular
- Java (Spring)
- Netflix OSS
- UDesign
- iOS
- React & React Native
- .NET
- .NET Core
- Web App Security Basics
- DataOps and Power BI
- Backbase
- Business Analyst
- Flutter
- Go
- Vue

TECH ACCELERATOR

Tech Accelerator is our internal initiative to get you building any tech related pet project. These projects can be incubators to new businesses, social initiatives or even just building something as an excuse to play around with cool new tech! We allocate eight hours a month to work on your Tech Accelerator project, a R2000 budget per team member for any hardware, software or tooling, and provide access to Craft Specialists and Solution Architects to help guide your project.

The programme runs each year, and signing up is as simple as pitching an idea and letting us know the tooling, hardware and infrastructure required. Projects are developed over the course of the year, and during that time we host a series of hackathons where the pizza flows, friends are made, ideas are shared, projects are accelerated and trolls are attacked with Nerf guns.

The point of the Tech Accelerator is to learn, so the idea and IP belongs to the participants and not Entelect.

Tech Accelerator culminates in a year-end event where projects are showcased to a panel of Judges, Shark Tank style, and voting is opened up to the entire company. The projects are evaluated on several categories such as technical innovation, cool factor and utility. Don't worry, it's not a serious event but simply a fun gathering where people show off their achievements. The judge's scores are tallied, and the winners are announced at the year-end function (for bragging rights of course). Prizes are cold, hard cash.

CERTIFICATIONS (AZURE, AWS, IIBA, SPRING, ISTQB, IDF, AND SO MUCH MORE)

We purchase collateral, allocate study leave, pay for the exam and celebrate when our people gain their certifications. Entelect Rewards are given for each exam passed. People can do as many craft-related certifications as they want, and these certifications are internationally recognised giving undeniable street cred around the world.

JOURNEY TO THE CENTER OF THE EARTH

GAIN DEEPER KNOWLEDGE UNDER THE COUNSEL OF INDUSTRY VETERANS AND FELLOW ENTELECTUALS.

SPRING CERTIFICATION & TRAINING VMWARE SPRING

This 4-day external course offers a hands-on experience with Spring and Spring Boot and its major features. On completion, participants will have a foundation for creating enterprise-ready cloud ready applications.

AREAS COVERED WITHIN THE COURSE INCLUDE:

- Spring configuration using Java Configuration and Annotations
- Aspect oriented programming with Spring
- Spring Data Access - JDBC, JPA and Spring Data
- Application development with Spring Boot
- Spring Boot auto-configuration, starters and properties
- REST with Spring Boot
- Testing a Spring-based Applications
- Spring Boot Testing Enhancements
- Spring Security
- Application monitoring and metrics

H4X0R

Engineers who crave a career of deeper technical focus are selected to join H4X0r (pronounced HAXOR). Our H4X0r programme unleashes the wisdom of our senior leadership team and Solutions Architects to prepare these aspiring technical masterminds with pragmatic and relevant skills. Ideas, solutions and designs are stress-tested to ensure they are robust, decision frameworks are taught to empower you to conduct technology evaluation and your learn side-by-side our best on how to think critically in the technology world.

INNOVATORS WORKSHOP

This is an all-encompassing UXE workshop where UXEs discuss the best weapons for customer collaboration and useful interfaces, as well as Design Thinking. You'll learn how to understand a problem and test a solution without needing to code, through industry standard tools like Figma and Miro. By the end of this workshop, you'll be better equipped to create robust solutions for your customers and users.

TECH FORUM

The tech forums are internally organised structured courses that we put together to cover a particular topic in-depth. They typically consists of 10 - 14 sessions which are spread over a couple of months or they are compiled into 2-3 days workshops.

THE FOLLOWING FORUMS AND RESPECTIVE TOPICS ARE CURRENTLY AVAILABLE:

JAVA FORUM

FUNDAMENTALS I: CORE JAVA

FOUNDATIONS II: APPLICATION DESIGN

FOUNDATIONS III: THE STANDARD LIBRARY

JAVA IN PRACTICE I: TESTING, DEBUGGING & PROFILING

JAVA IN PRACTICE II: CI/CD AND MODERNIZATION

JAVA IN PRACTICE III: APPLICATION INTEGRATION / FRAMEWORKS AND UTILITIES

ENTERPRISE-GRADE JAVA

.NET FORUM

C# FUNDAMENTALS ASP.NET MVC

TEST DRIVEN DESIGN IN C# (PART 1)

TEST DRIVEN DESIGN IN C# (PART 2)

WORKING WITH DATA IN C#

WORKING WITH SERVICES IN C# (PART 1)

WORKING WITH SERVICES IN C# (PART 2)

CLOUD SERVICES - CLOUD TOOLS & WHEN TO USE THEM

SECURITY IN C#

DEALING WITH ERRORS IN C#

PERFORMANCE & MEMORY MANAGEMENT

CONCURRENCY IN C#

C# INTERNALS

FUNCTIONAL PROGRAMMING IN .NET

SQL FORUM

INTERMEDIATE T-SQL: SUBQUERIES AND CTES

INTERMEDIATE T-SQL: NUMBERS TABLE AND WINDOWING FUNCTIONS

INTERMEDIATE T-SQL: PIVOTING, UNPIVOTING, GROUPING & AGGREGATING

INTERMEDIATE T-SQL: SORTING, LIMITING, DATETIME

T-SQL PROGRAMMING: TRANSACTIONS AND ERROR HANDLING

T-SQL PROGRAMMING: CONCURRENCY

CLUSTERED/ NON CLUSTERED INDEXES & COLUMNSTORE INDEXES

QUERY PLANS

CLOUD DATABASES

SECURITY AND ADMINISTRATION

EXTERNAL SOURCES

WEB FRONTEND FORUM

WEB FUNDAMENTALS AND WEB DESIGNING

HTML & CSS

PRODUCT DESIGN SYSTEMS AND CSS FRAMEWORK

JAVASCRIPT 1

JAVASCRIPT 2

ANGULAR 1 - TYPESCRIPT AND ANGULAR OVERVIEW

ANGULAR 2 - FUNDAMENTALS

ANGULAR 3 - SERVICES, OBSERVABLES AND HTTP

ANGULAR 4 - ROUTING AND FORMS

REACT 1 - REACT FUNDAMENTALS: BUILD A SIMPLE TO DO APP

REACT 2 : INTERMEDIATE CONCEPTS: BUILD A DAIRY APP

REACT 3: ADVANCED CONCEPTS

1337

We believe that leadership is not only a responsibility that is bestowed on you, but more importantly, a craft that needs to be mastered. 1337 (pronounced LEET) is our version of leadership development, provided by our senior leadership team, to grow leaders and assimilate our views on the importance of authentic and legitimate leadership. Leaders and aspiring leaders are taught a range of soft skills, tools, techniques, and ideologies to be effective and empowering leaders. We also supplement this training with external sessions following the Legitimate Leadership model.

TECH RETREATS

A 2-day hands-on retreat for a select group of experienced and emerging future technical leaders. The retreat provides participants with the opportunity to learn the challenges of designing and architecting real-world enterprise applications. It also doubles as an opportunity to network with other technical leaders and share ideas, experiences, best practices and to showcase your own technical prowess.



WE'RE ALL CONNECTED

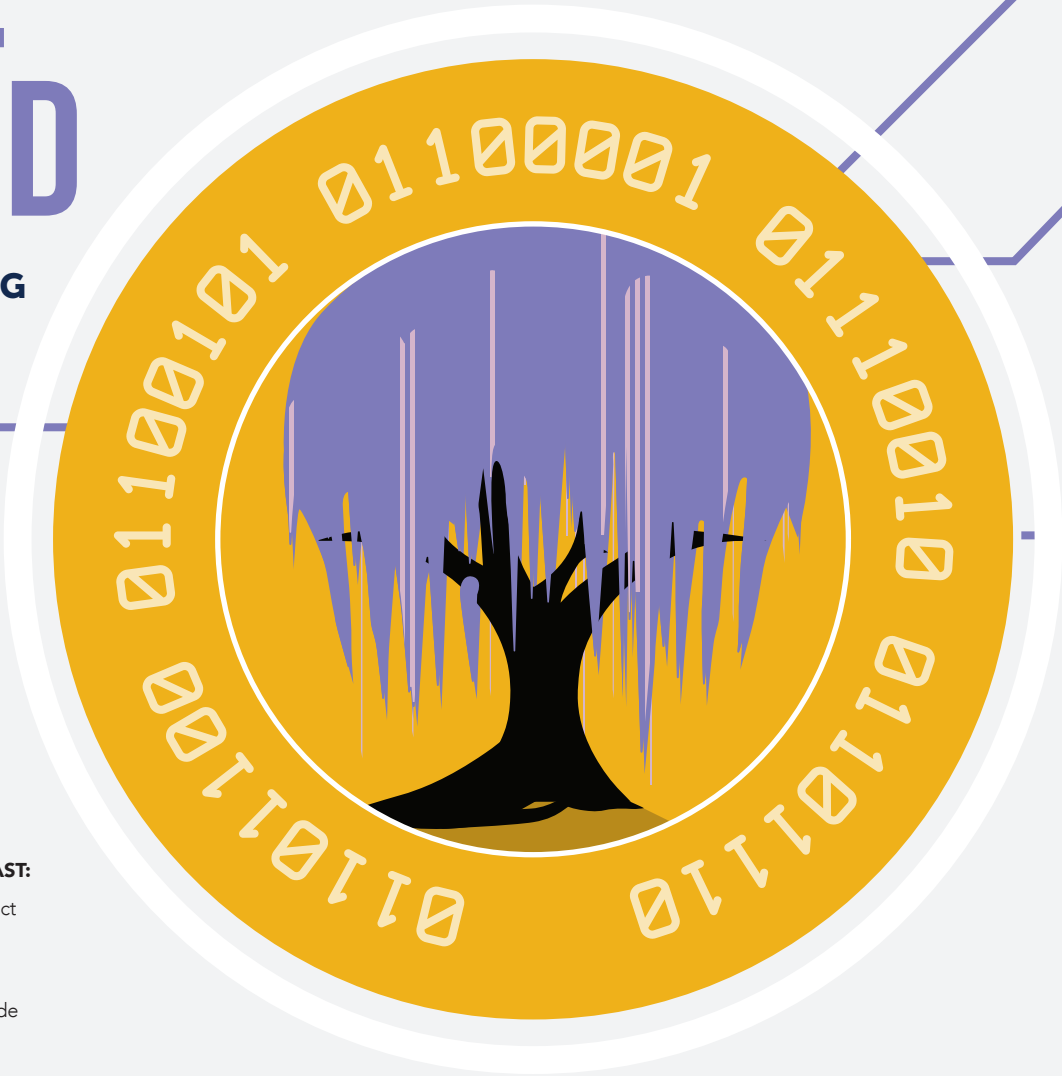
KNOWLEDGE SHARING & LEARNING

STREAMING PARTIES

A long time ago we used to get together over a cold one to share our passion for tech. The world changed a bit but our passion did not. Streaming Parties are now online/hybrid sessions and are about showing off what is making waves in the industry in an informal way. It is an opportunity for Enteectuals to get together and discuss their technology passions - and frustrations – over a beverage of your choice. It's simple, but the discussions and demonstrations are a great way to share knowledge with colleagues and sometimes, discover something new.

HERE ARE SOME OF THE SESSIONS WE HAVE HAD IN THE PAST:

- Securing web applications using OAuth 2.0 and OpenID Connect
- Process Automation, BPMN and Camunda
- The key to a successful design system
- Send data like a game developer
- Debugging memory and concurrency issues in reactive Java code
- Putting the fun into Spring fundamentals
- Imposter Syndrome
- Cross platforms with Flutter
- Influencing change at your customer
- CI/CD for data engineers



COFFEE & CODE

Every Friday, we invite Enteectuals to kickstart their day with a cuppa joe and a fresh-out-the-oven croissant, while a team member shares on either a technical or non-technical topic.

Coffee & Code originated in the Cape Town office (those trendy hipsters) where team members gathered to chat about the coolest tech or latest trend in the industry. The idea soon spread and now we hold Coffee & Code across the company, in all our offices and virtually. It's the perfect opportunity to expand your skills, share knowledge, and connect with fellow tech enthusiast Enteectuals.

DOJOS – WAX ON, WAX OFF!

SHARPEN YOUR SKILLS IN TECHNOLOGY-AGNOSTIC SOFTWARE DEVELOPMENT PRACTICES BEFORE YOU ENTER THE ARENA.



The Enteect Dojo is an internal training initiative focused on technology-agnostic software development practices - all those cool things that improve the quality of our software, but we seldom practise before jumping into the deep-end. Developing with Docker, Blackbelt.NET & Kubernetes 101 for developers are examples of the dojos we have. Each session includes a heavy practical component - at least 75% of the allocated time is dedicated to running simulations, cranking out sample code, solving real-world problems, and building something useful that illustrates the key principles of the topic in question.

HERE ARE SOME OF THE DOJOS THAT HAVE RUN IN THE PAST:

- Java Script fundamentals
- Design thinking
- Intro to Kotlin
- Setting expectations
- Database performance tuning and analysis
- DataOps

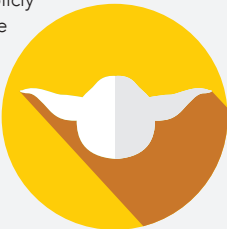
HERE'S WHAT OUR PEOPLE HAD TO SAY ABOUT OUR DOJOS:

"Thank you for an amazing and insightful presentation, going through the activities you prepared for the session was really helpful in understanding how GraphQL works."

"The team was very helpful, I even managed to get assistance after the event."

YODA A SOURCE OF WISDOM

Yoda is our internal blogging system where Enteectuals can publish blog posts they have written. It's aimed at being our internal StackOverflow – a place to ask questions, talk about lessons learnt or showcase technologies and processes. Posts that are of high quality are published publicly and those bloggers receive valuable Enteect Rewards (not to mention extra street cred). We also promote and share our people's personal blogs.



USER GROUPS

NETWORK WITH PEERS IN THE INDUSTRY AND LEARN FROM WHAT OTHERS ARE DOING

We value building relationships and the community around us. One of those communities is the South African software community. As one of South Africa's biggest end-to-end technology services and solutions companies, we feel it is our responsibility to invest and help grow this community.

Part of how we do this is to get involved with user groups. We get involved at all levels – hosting, sponsoring, presenting at, and even creating, a number of them. Participating in user groups is a great way to improve technical, presentation and networking skills. User groups offer an opportunity to network with peers in the industry and learn from what others are doing. They are free to attend, but due to our extensive relationships, we are able to facilitate our people to present at them. This allows them to solidify their brands in the development community, and after presenting at a few user groups, it is not uncommon to start presenting at conferences, both locally and internationally.

SOME USER GROUPS OF INTEREST:

CODE RETREAT SOUTH AFRICA: CodeRetreat is a day-long, intensive practise event, focusing on the fundamentals of software development and design. Practising the basic principles of modular and object oriented design, developers can improve their ability to write code.

DEVELOPER USER GROUP (JHB/PTA): A technology & vendor neutral group that shares and learns on a wide variety of topics from software development methodologies to patterns, best practices, various language paradigms and xkcd humour etc. Entelect assists with the organising of this user group.

GAUTENG PYTHON USER GROUP: A diverse group of (aspiring) Pythonistas who get together to discuss anything Python related, sponsored by Entelect.

INTERNET OF EVERYTHING (JHB): This group looks at technology implementation and real-life examples of IoT implementations, but also into the business value and user experience improvements possible through this technology innovation.

JHB BI FORUM: An open and free forum for developers, analysts and consumers of Business Intelligence to discuss BI news, trending tools, great analysis and interesting visualisation. Co-organised by an Entelectual, we also sponsor zoom links.

JHB SQL USER GROUP: The Johannesburg SQL User Group was created to give the MS SQL server community an opportunity to get together and discuss issues that affect us in the community.

JOBURG R USER GROUP: The goal of this group is to support and share R experiences and knowledge among users in the South African community. Users in this group share how to use and enjoy the R language and statistical programming environment, and also like to inspire new users to learn R.

JOZI JUG: The Jozi Java User Group is for those who are interested in physically meeting to discuss Java and related technologies. This is sponsored by Entelect and co organised by Entelectuals.

SUGSA: The Scrum User Group of Johannesburg aims to build a community of Scrum and Agile people in Johannesburg. It is a place where users can get together to share and learn from each other. Users can get together to share and learn from each other.

AI: Dedicated to helping the technical and business community learn more about AI and get hands on experience with AI development, research, and execution. Sessions include talks by experienced professionals, tutorials for beginners, and discussions around pressing topics in AI.

LADIES THAT CODE (LTC): is an initiative led by the women of Entelect. With a dual focus on coding skills and soft skills, LTC is not only elevating the women within Entelect but is open to anyone passionate about coding and personal development.

FELLOWSHIP

TRAINING AND EVENTS FOR EVERYBODY!



THE ENTELECT CHALLENGE

OUTSMART AND OUT-SURVIVE THE OPPOSITION WITH AI... HELLO DAVE.

One of the many amazing initiatives run by Entelect is the Entelect Challenge. For a number of years now, the Entelect Challenge has been South Africa's premier coding competition. The idea was started by our people who wanted to drive community engagement through a little competition. Little did we know that this challenge would become so huge. Years later, it is a national event with a total prize value over R200k, and still going strong.

The objective of the Entelect Challenge is for entrants to compete against each other by writing an AI program that can creatively and strategically outsmart and out-survive their opponents.

Back at the ranch, a team of Entelect employees run the whole show; developing the creative idea, launching it to the public, developing the player portal and forums, running the play-offs and hosting the final event at Comic Con Africa. We're always looking for new contributors and new ideas, so get involved!

CONFERENCES

GO OUT INTO THE WORLD AND COME BACK SMARTER.

We're always on the lookout for thought-provoking conferences for our people to attend. We pride ourselves on not only sponsoring them, but also in providing them with speakers and thought-leadership.

Here are some conferences that we are currently involved in:

- I Code Java
- UXSA
- DevConf
- PyCon
- NodeJSOne
- DataConf

DEVDAY

WE EVEN HAVE OUR OWN TECH CONFERENCE!

We host our own conference called DevDay which is organised, presented and attended by our people. DevDay is a fun day out of the office where the technologist, inventor, hobbyist, engineer or artist in you can come to the fore. The event is part showcase, part science show, part geek club, part makers club; offering a range of lightning talks on cutting-edge technologies as well as a variety of interactive exhibition stands where people can discover the latest creative innovations in technology.

THE ENTELECT FOUNDATION

WE DON'T JUST GROW OUR COMPANY AND TEAM MEMBERS, WE WANT TO GROW MEMBERS OF THE COMMUNITY, PROVIDING EDUCATION THAT WILL AID IN SELF-SUFFICIENCY.

We're committed to growth and empowerment within our company, but we don't stop there when it comes to our learning and mentoring philosophy. We believe that education has the power to change our nation, and thus we formed The Entelect Foundation - an initiative designed to provide support to the underprivileged in our community; be it financial aid, school work or counselling.

The South African government guidelines state a target of 1.1% of pre-tax profit should go towards Socio Economic Development. We don't believe that can make a real impact, so we invest 10% of our pre-tax profits in our Foundation initiatives.

The primary focus of the Foundation is on educating our community to equip them with skills that will help them become self-sufficient. This sometimes comes in the form of funding for education expenses but also in supporting the kids with regards to food and transport. We really assist the children in improving their grades and encourage them to pursue their dreams.

Helping these learners towards a better future is a huge point of pride for us, and we have put well over 135 children through better schools with better results in the past year. In fact, we have even had one learner make it through school, University and finally join us as a graduate Software Engineer.

At Entelect, we choose projects that are close to our hearts. We are grateful for the opportunity of being able to help fellow South Africans, because it enables us to serve and support our communities; helping bring education to many and elevating the tech community.



CHAPTER 5

OUTSIDE THE OFFICE

EMBRACE THE GRIND,
RELISH THE DOWNTIME.

Part of the reason our culture is stronger than the bond between Thor and his hammer is that we are more than just colleagues, we are friends ... a clan. At Entelect, we are always looking for events, gatherings and activities where people can socialise and forge bonds. What these include is up to each and every team member!

We want to be inclusive of all interests!

SPORT CLUBS



CHESS

For all chess enthusiasts, who love to outsmart their opponents. The club hosts monthly events for players of all ELO ratings.



GOLF

The golfing fanatics love to have a quick 9-hole round in the early hours of the morning followed by a breakfast. All done in time for daily stand up. Our annual golf day is always a “hit”. And if you don’t like golf there is the breakfast bit!



SOCCER

If drilling your opponents in the latest EA Sports FIFA doesn’t cut it anymore, why not join the various Five-A-Side Football Leagues at Entelect? The seasons run consecutively throughout the year and there is always a celebratory drink that happens after the game.



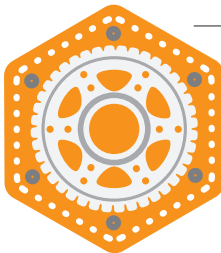
ROCK CLIMBING

The hard-core rock climbers are always looking for new challenges to conquer and meet regularly at both indoor and outdoor locations across South Africa. Don’t have the right gear yet? No problem – plenty to go around or rent from any of the climbing clubs. Scale away!



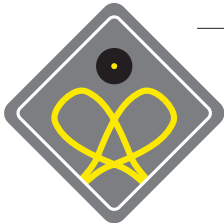
RUNNING

Weekly 5km/10km training runs occur on Mondays (what better way to beat the Monday Blues) in preparation for race days that club members compete in together. Runners take part in both trail and road races.



CYCLING

From weekend morning meetups at on and off-road venues, to spinning classes at local gyms to some big race days, the Entelect Cycling Club has something for both the casual and the hard-core cyclists.



SQUASH

Fancy a game of invigorating singles or doubles squash to end off your day? Or, if you just like making your opponent run around endlessly, join the squash club who look to play regularly.



TOUCH RUGBY

Is Siya Kolisi your hero? Then “try” your hand at playing at our weekly touch rugby social club events.



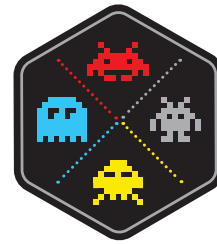
HOBBY CLUBS



LAN

Want to PWN your teammates, be crowned the LAN champion for the season or become the next Frag King? Join the LAN club for the various all-night LAN tournaments that happen throughout the year.

Shoutcasters are welcome too, to provide the all-important game analysis and commentary.



GAME DEV

This is the club for anyone who makes games or wants a creative outlet for their dev skills to come to life. Game Jams happen throughout the year and many team up to take part in local and international competitions such as LudumDare.



PHOTOGRAPHY

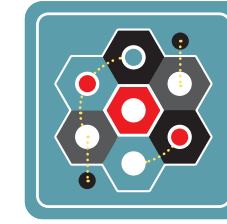
A club full of passion for the art and craft of photography, in all its forms and genres.



HIKING

If you enjoy the scenic blessings of Mother Nature, this club is for you. Embark on a journey to find the most beautiful hiking trails ... and hike them. All levels of hikers are welcome (beginner, intermediate, advanced) and the hikes usually occur once every couple of months.

Do you dream of obliterating your enemies? Do you enjoy scheming against your friends? Or maybe you enjoy working together instead, as you watch your well-laid plans come to fruition. Roll the dice, or tempt fate with cards. Join the board games club events for the chance to win big, or be nerdy trying.



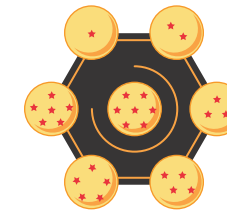
BOARD GAMES

Submerge yourself in a world of adventure and fantasy. The role playing club brings Game Masters and players together to play various table top role playing games.



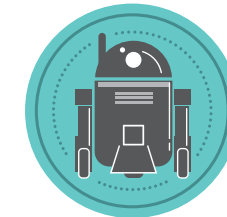
ROLEPLAY

Monthly, the "planeswalkers" battle it out in MTG. If you have no idea what it's about, no problem as no previous experience or cards are needed - the club has plenty to go around.



ANIME CLUB

The Entelect Makers club is a platform for you to collaborate on, learn from and discuss exciting DIY tech projects. Ever wanted to build your own 3D printer? Maybe even a Quadcopter or your very own homemade pedometer? Then the Makers club is where you should be!



MAKERS CLUB

GEEK CLUBS

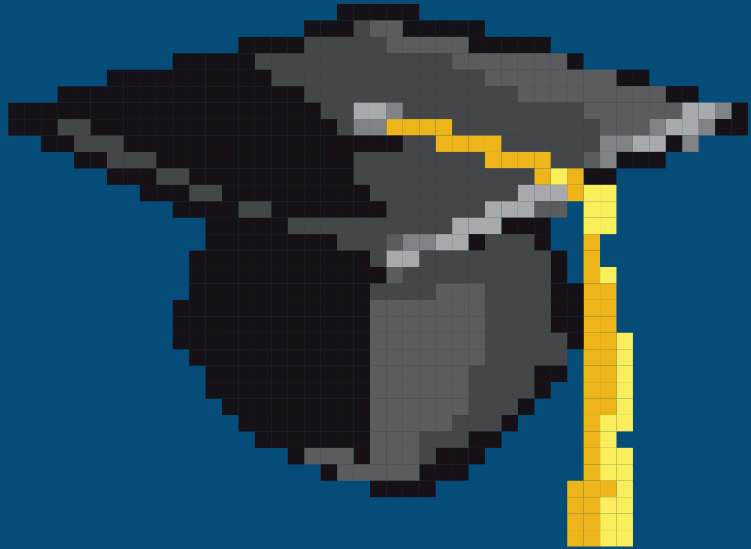
CHAPTER 6

THE ENTELECT

GRADUATE

PROGRAMME

E V E R Y O N E
W A S
O N C E
A N O O B



UP FOR THE CHALLENGE?

Every year we take on some of South Africa's brightest young university graduates, who join us with a mix of engineering, science and commerce degrees. These chosen ones participate in an intensive training programme, structured to accelerate their careers – giving them a clear advantage over their university peers.

We recently calculated that 35% of our people started off as graduates at Entelect. Some of our Senior Managers, Team Leads, Tech Leads and Solutions Architects started their careers with us - so the idea of taking in graduates is at the very core of who we are and what we believe in.

BOOT CAMP

Don't worry, it's not physical, we have plenty of that in the hobbies section! Boot Camp takes place in January every year. It's designed to immerse Software Engineers, Business Analysts, Data Solutions Engineers and User Experience Engineering graduates into real-world software development. By the time the graduates have moved through the programme, they would have been exposed to several languages and cutting-edge frameworks, which are actively being used in the industry. There will be projects along the way with clear deliverables, all of which would have been vetted and code-reviewed by various Technical Leads.

We are by no means saying that Boot Camp is easy, in fact, you may be wishing it was a physical challenge. You are guaranteed to work your ass off – but trust us when we say that you will learn an incredible amount on the journey.

CHAPTER 7

SOUND TOO GOOD TO BE TRUE?

Let's address the tough questions, the elephant in the room, and all the other things people are sceptical about. If you don't believe any of the below, you are welcome to show up at our offices and speak to the first random Entelectual that you see and ask them the same things.

What does the interview process look like ?

Applications typically start online. If you seem like a good fit, we'll give you a call to set up a virtual or in-person interview. Some parts might be technical but often we just want to see if we'll be a great match for each other. This is also an opportunity to ask questions, so come prepared – we're happy to answer them! If you like what you see, and we like what we've heard, we'll invite you aboard.

What does Entelect commit to ?

We are a consultancy, so some projects will always be tougher than others. However, we can guarantee that you will grow here and that you will be surrounded by good people who want to help you succeed and who will have your back.

What if I feel like I'm not good enough to be a part of Entelect ?

Finding people who want others to succeed is part of our culture-fit assessment. Mentoring is a huge part of who we are, and there will be loads of people who will help you to grow, rather than make you feel inferior. We know that imposter syndrome is a real thing in our industry, so we do our best to help provide a safe place for you to step outside your comfort zone.

I'm scared that I will struggle to show my worth ?

Don't be! You'll get loads of support from those around you, continuous feedback, and dedicated time from your Team Lead. Senior Leadership is aware of what is going on in each project and will be there to support and acknowledge great work. We have processes for each team to share info of what's happening on the ground, and your entire line of management will see what you bring to the table.

What is Entelect challenged by? ?

Scaling consistently across 200+ projects is a big part of our challenge. We believe in a tribe of tribes' structure, so each team does things slightly differently. If you are working under a newer Team Lead, they may be learning their craft, and your experiences may vary. We tend to let each tribe figure out what to do themselves, which gives great opportunities for growth and autonomy but sometimes means you have a lot of pressure on you.

What happens when I am on bench ?

Bench is normal in a consultancy, and we don't view it as a bad thing. Finding the right project fit for an individual can take time. Having a healthy mix of skills on the bench allows us to build the right team composition when we land a new sale. We're not a law firm – if you're not "billing" it doesn't mean you're a problem in our business. We have converted our bench into a team called The First Order who work on various internal experiments, projects, and training initiatives. It gives people rotating between projects a chance to chill out or upskill, and newbies a practical introduction to our culture and how we operate.

Show me the money ?

We know that attracting and retaining the best people requires a great workplace culture, opportunities for growth, interesting work, and competitive remuneration. That's why we do salary increases twice a year – so good growth can be rewarded quickly. We also do a few thousand interviews a year! This allows us to collect LOTS of data on what people are being paid in the industry, and make sure we are aligned with (and hopefully consistently beating) those benchmarks. Over and above basic salary stuff, we also give guaranteed bonuses, petrol cards, extra leave based on tenure and have incredibly low fees on our provident fund. Most importantly, we have an open-door policy when it comes to pay – we encourage people to talk to us about their concerns when it comes to money. Whether it's dissatisfaction or life has happened, and you need cash to support a family member or dig yourself out of a hole, we will try to figure out a solution with you.

Will I just be dropped at a customer and forgotten about ?

No way! We never put people alone at a customer, and you'll always be surrounded by Entelectuals and Entelect leadership, even if you are working with the customer's team and stakeholders. This is important to us both from a culture and customer service perspective. Having groups of people together means that we can check each other's work and sentiment, thereby ensuring that the customer gets the best quality of delivery and service. We put a huge amount of emphasis on ensuring each team remains connected to the mothership and its culture, and our customers are incredibly supportive of that.

What if the project I am on doesn't stimulate me anymore or I don't enjoy it ?

No problem. Part of working for a company like Entelect means that you can switch to a new project. This is great for you, but also for the business. It means that our people are always growing, our teams must actively avoid creating key-person dependencies and any knowledge remains in the business when someone rotates rather than resigns. We don't have much in the way of legacy tech, but the bottom line is that if the project doesn't float your boat, you can change. A rotation may take a few months due to handovers and trying to find a new team that's a better fit, but the process is easy.

How am I seen as an individual and not just a "resource" ?

The company may be bigger nowadays, but our senior leadership puts more time than ever into getting to know every person individually. It takes a great deal of effort, but our philosophy will always be that every Entelectual has some sort of direct relationship with at least one senior leader in the business. If you don't believe that it's possible, ask around! From here, all the bases of a family feeling can be fostered. Along with the fact that each team functions like its own little tribe means that you'll always feel like part of the smaller and the wider communities.

How do I control when and where I work ?

We have embraced the world of hybrid work, but we still encourage enough get-together opportunities to build culture and relationships with team members and customers. Of course, many of our teams are distributed across the country, so we have a strong set of remote work principles that guide us to ensure culture is maintained regardless of where you're working from. We also promote flexitime, so that our people can skip traffic, duck out to pick up the kids or be at home to let the plumber in. If you keep to your commitments and don't miss meetings (virtual or in-person), you're given a lot of freedom!

How do I know I am doing a great job ?

This will be communicated back to you on an ongoing basis, through monthly catchups with your Team Lead and via the review process. You'll be working with nice people though, so the informal channels are just as important! If you're really kicking ass and taking names, you will be rewarded via the salary increase process, taking on greater responsibilities (if you want them) and plenty of kudos and commendations from leadership and customers.

How am I chosen for a project ?

Technology, experience, and skills-fit are the most important criteria when determining which project a person would be assigned to. However, we also look at several other factors, such as which projects need people, the location of the project (so as not to force anyone into overly lengthy commutes if it's a hybrid project) and any desires that person may have. For example, someone may really want to work in a particular business domain, or on a specific technology. We will try to make that happen, although, of course, it is dependent on opportunities available at the time. Teams are structured around the type of project, length of project, skills requirements, and employee growth opportunities. This means that wherever possible, we will not only place the best mix of people together to deliver effectively on a project, but also ensure that the people bring a mix of expertise to the team.

What does career progression look like for senior craft people ?

We have fought hard against the notion that everyone must move into leadership positions to progress. There is no benefit for a person, Entelect or our customers if someone is "Peter Principled." There is huge value in having extremely senior craftspeople who are highly productive, can mentor a few others technically and can ensure that the team do things well. So, there is no salary cap if you want to stay as a senior craftsperson, and in our world, there are always new technologies, domains, tools, and process to carry on learning.

What are you doing about diversity ?

Due to history and society, we are in an industry that has only recently become more representative of the mix of gender and race in our country. Since we started, we have seen a lot more females and people of colour coming out of universities, so the number is naturally rising. But that does not mean that we can just rely on nature to bring about the change that we want to see. We have specific focus groups and training that help us actively grow leaders amongst the underrepresented groups. Growing this from the bottom up is our strategy, rather than looking to bring in quotas. This is because so many of our leadership team started at the bottom of the company, and we want that path to be open to all. We have always been and always will be a meritocracy. As an aside, diversity is not just about box-ticking – an open communication forum and plenty of "ask-me-anything" sessions encourage different opinions and diverse views to be shared and considered. Diversity in thinking, progression and removing bias is the important thing here.

I've worked with some poorly skilled managers, what makes yours different ?

The standards that we set our leaders are exceptionally high. We are a service company, so good leadership impacts both customer and employee experience. We provide lots of coaching for leaders (see the training section) – much of senior leadership's time is spent giving this coaching because we believe that leadership is a craft. Of course, we don't get it right all the time across 200 leaders of varying skills and experience. But our culture doesn't tolerate unkind people, especially in leadership. You may end up working with a leader who is still learning and perfecting their craft (which of us is not?) but the stakes are too high for us to tolerate a toxic leader in the business.

How will I be led and what would be expected of me when I lead ?

There is a very long answer to this, and you'd be better off asking this in the interview! That said, we view leadership as a craft. Our leaders are given the time to look after their people, manage the sentiment of customers and colleagues and pave the way for team success. We believe that being a leader in this business is one of the toughest but most rewarding roles out there.

What do you do to look after my well-being ?

We have an Employee Assistance Programme and a network of doctors and psychologists at your call, which we pay for. Mostly though, you will be working with people who care, and have a great support network for whatever you're facing – whether it be personal, financial or anything else. We also ask outright in our twice-yearly employee experience surveys – and if we see people struggling, we will do our best to support them. We've also made effort to surface these discussions, so people feel more comfortable talking about them in one-on-ones and in catchups – with leaders who are trained and look out for early warning signs. Awareness is promoted, and so is action. This is always a work in progress, but the health of our community is important to us.

How is burnout managed ?

We do not promote overtime but rather focus on sustainability. If there is a ton of overtime on a project, it means we are managing it badly and will endeavour to fix the root cause. We keep an eye on all overtime logs but usually hear about burnout issues long before that via the grapevine. For individuals burning out, we encourage leave, rotations to other projects or even a temporary spell on our First Order team to re-invigorate.



"When we started this journey, we had no idea where it was going to take us. We didn't think about things like revenue and headcount - we just wanted to be a place where incredibly talented individuals could be empowered to build awesome solutions, while as a collective we shared and learnt from the common brilliance we all share. Over two decades later, with lots of lessons learnt, we have a collection of great people we are proud to work with. As we continue to grow, we continue to figure out how to serve our people better and improve Entelect as a business, but one thing will remain constant - our drive and passion for growth. We will constantly become more, as a business and as individuals within.

So once again we emphasise that whatever form your greatness takes, let us aid in unleashing it!

"Changing jobs or choosing a company is always a big decision. My advice has always been to look for a place that matches your values, a place that where you'll be surrounded by people you actually like spending time with and a place where you feel will make a difference to you and vice versa."

- SHASHI, ENTELECT CEO

We are always looking to improve at Entelect, so if you have any ideas, comments or questions, please feel free to send them our way. If you just want to know more detail about some of the things mentioned here, then also feel free to give us a shout.

You can reach me on shashi@entelect.co.za, get in touch with Tomislav on tomislav.ravic@entelect.co.za or get hold of the recruitment team on careers@entelect.co.za."

FORWARD. THIS IS THE WAY





culture.entelect.co.za