

techHub career pathways

Considering a career at AJ Bell?
Read on to see how we can support
you to maximise your #tech potential

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[Introduction]

AJ Bell is a Top 100 Best Companies to work for and part of the reason we've achieved this status is because of our focus on our people

AJ Bell is an award-winning, progressive business where you can really make an impact, whatever you're working on.

Our aim, as a business, is to help people to invest, and we do that by evolving our products, services, and importantly, our technology – which is where you come in.

If you are considering a career at AJ Bell there are plenty of opportunities within our Technology Department. This booklet sets out our well-established technology career pathways and demonstrates how you can progress your career at AJ Bell.

Our career pathways are a framework with both a technical track and a management track, giving the option of advancing your career whilst remaining in a purely technical role if that is your preferred career route.

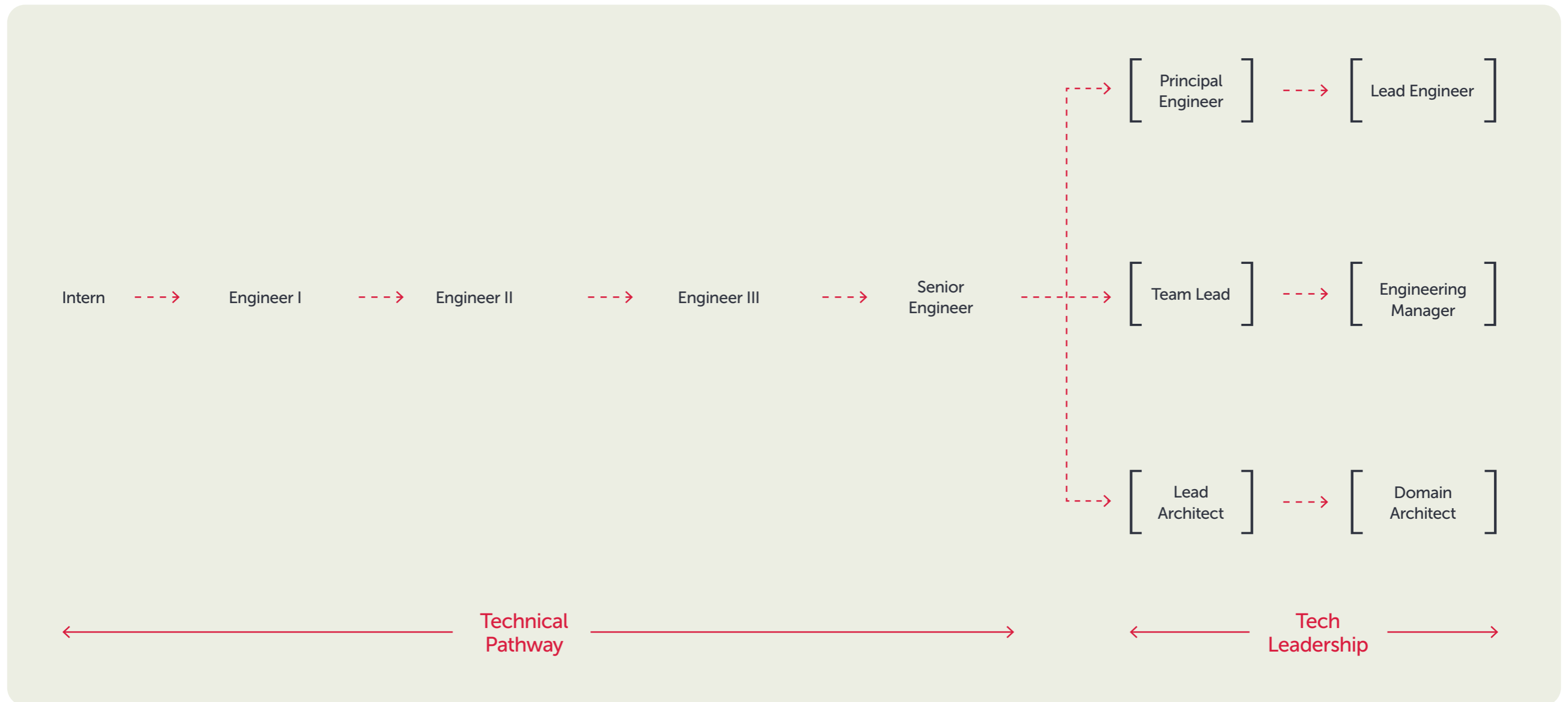
Your manager will work closely with you to support your development at AJ Bell. As part of regular personal development planning, you'll agree goals and objectives to move towards the next level, so the steps you need to take to develop your skills and knowledge are clear.

For more information about AJ Bell and our technology (and current vacancies), please visit our techHub: ajbell.co.uk/group/techhub

[The route to promotion]

The following image is an example of our engineering pathway, highlighting both the technical and leadership routes open to technologists. This pathway is replicated across our different teams within tech, for example architecture, testing, service delivery and infrastructure.

*The number of roles within a pathway will differ dependent upon the team.



[Our pathways explained]

Technical

- Define the roles and titles within the technical teams
- Show where you can progress from and to
- Explain key targets for progression

The pathways are intended to show what's on offer at AJ Bell and above all, give you a sense of what is possible. The engineering pathway, for example, starts with the technical route from Intern through to Senior Engineer. When we recruit into one of these five roles, our job adverts will show the career level, and interview questions and tests will link back to this framework. Our role titles are typical of an organisation of AJ Bell's size and structure. Our pathways are a way of ensuring anyone who joins us slots into a level, regardless of where they've worked previously.

[Leadership]

After Senior Engineer, the next steps for your progression would be what AJ Bell refers to as a Tech Leadership role (or you may be recruited into one of these roles). At this point the engineering career pathway offers three routes:

1. Technical

Principal Engineer ➤ Lead Engineer

2. Architecture

Domain Architect ➤ Lead Architect

3. Management

Team Lead ➤ Engineering Manager

Whilst pathways start with a technical route anyone can join the department at any job level. Movement through the pathway is based on personal performance. Pathway documents are available for all teams within Tech. If you're thinking about joining AJ Bell please ask our Internal Recruitment Team for the pathway document most relevant to the role you are applying for.

[Technical Lead]

Technical Lead

The Tech Lead role is not a point on the ladder, but a set of responsibilities that any technologist may take on once they reach the senior level. This role may or may not include people management, but if it does, the Tech Lead is expected to manage these team members to AJ Bell's management standards. These standards include:

- regular check-ins;
- regular feedback on career growth, progression towards goals, areas for improvement, and praise as warranted; and
- working with reports to identify areas for learning and helping them grow in these areas via project work, external learning, or additional mentoring.

If a Tech Lead is not managing directly, they are still expected to provide mentorship and guidance to the other members of the team.

The Tech Lead is learning how to be a strong Technical Project Manager, and as such, they are scaling themselves by delegating work effectively without micromanaging. They focus on the whole team's productivity and strive to increase the impact of the team's work product. They are empowered to make independent decisions for the team and are learning how to handle difficult management and leadership situations. They are also learning how to partner effectively with product, analytics, and other areas of the business.

[Promotion sign-off process]

The question everyone asks is: "How do I progress?"

To help with that, we've set some expectations of how this happens.

- 1 Your current level is assessed during the interview process or as part of the annual performance review process.

- 2 You discuss and agree objectives and personal growth targets with your manager for the coming 12 months.

- 3 Learn-Develop-Produce repeat. Build your experience and receive guidance and feedback in regular 1-2-1's with your line manager.

- 4 You discuss with your manager that you are ready for the next level of job role. You'll need to have a honest discussion about your performance to date as your manager will need to discuss this with the Technology Senior Management Team.

- 5 If your manager agrees they will propose your next level role at the Tech Panel (this takes places twice a year).

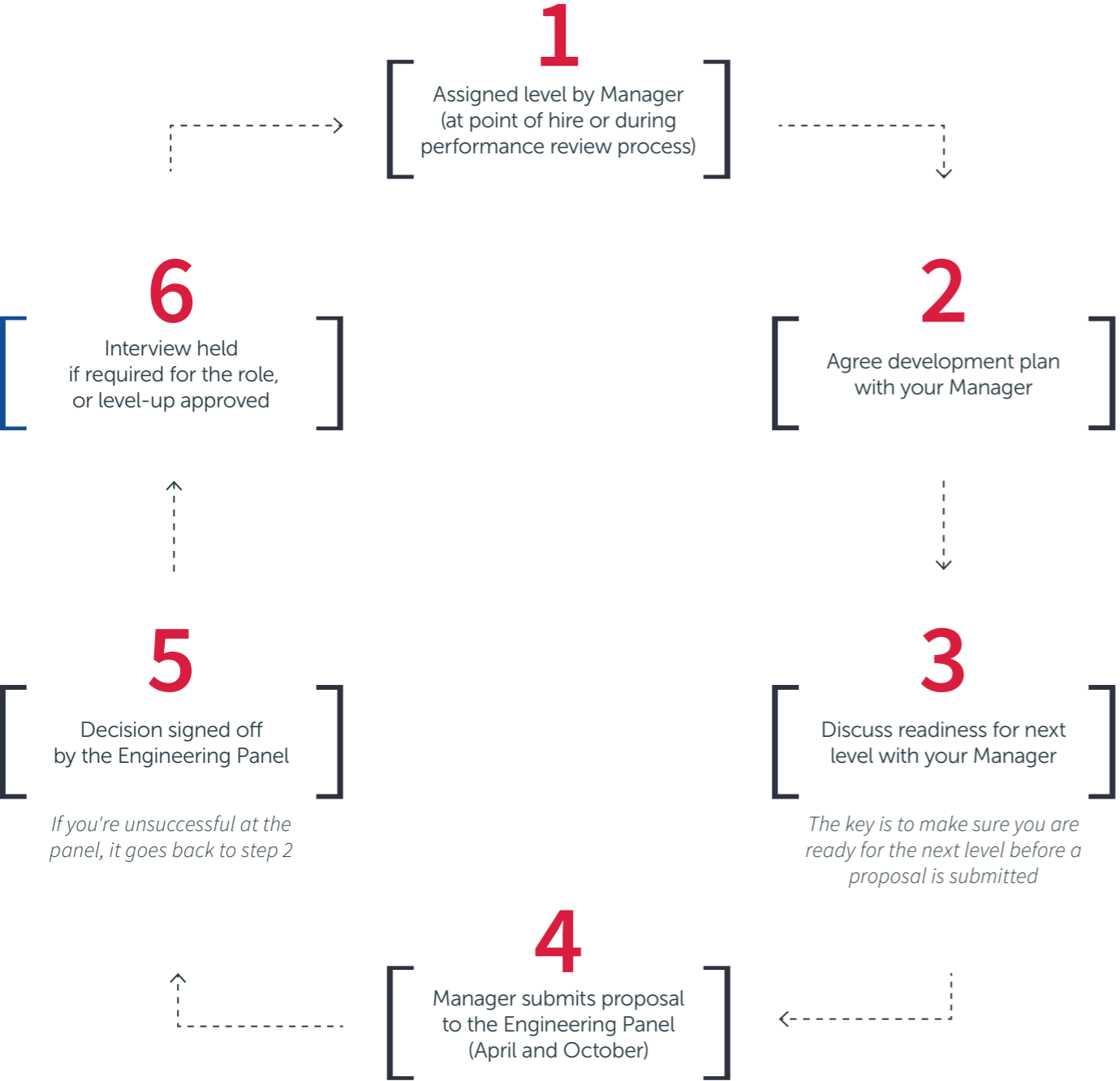
- 6 When confirmed your manager will discuss the details with you.

- 7 If you are unsuccessful feedback will be provided with clear action points so you're ready for the next opportunity.

- 8 Interviews may be required for some job roles. For instance senior positions or where there is more than one person going for the same role.

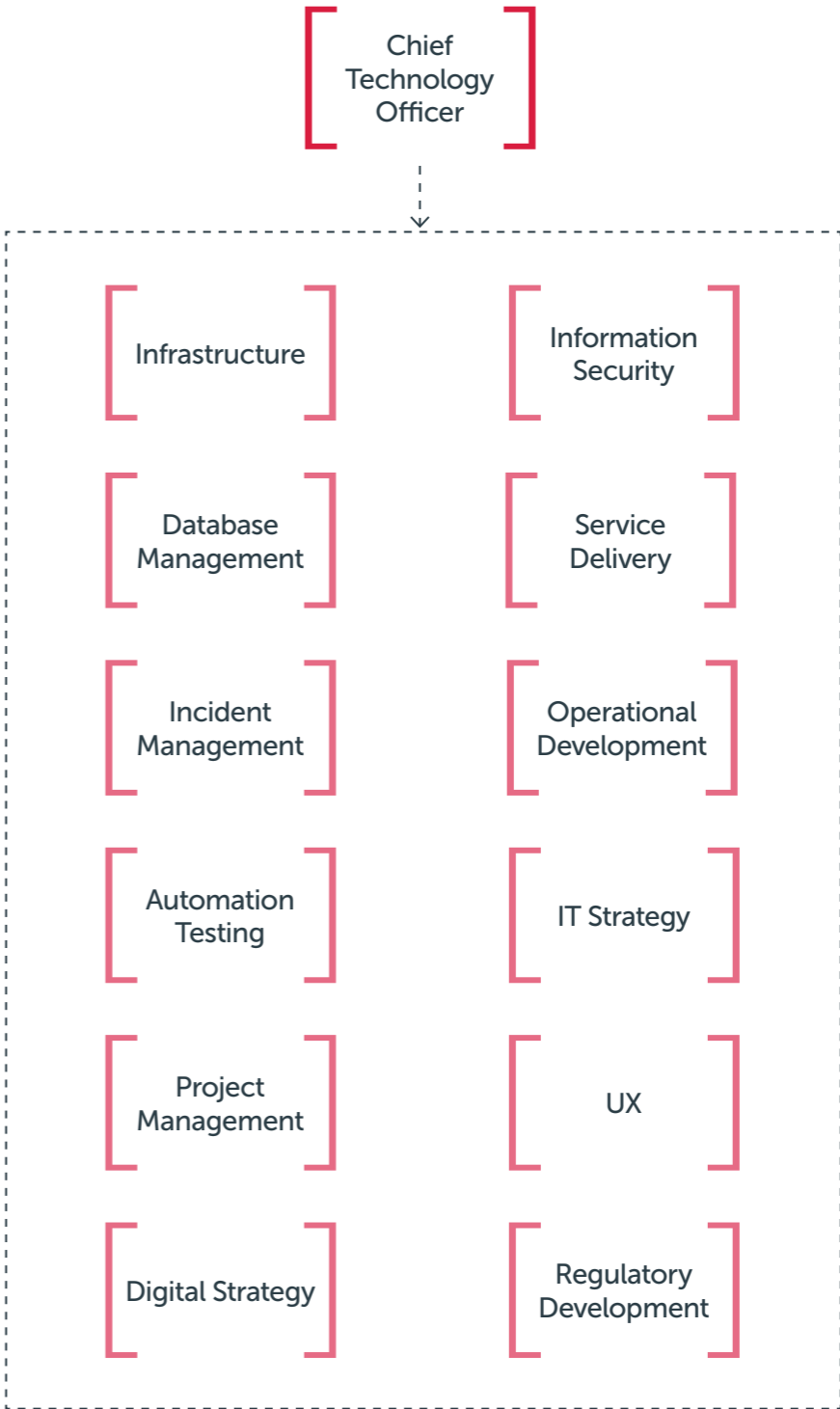
[Promotion sign-off process]

Want to know who is on the panel? It's the Directors, Heads of and other Senior Managers from the Technology Department.



[How it all fits together]

A visual of our core Technology Teams





[Working in Tech]

AJ Bell offers a unique opportunity to make a positive impact by building on a platform used by hundreds of thousands of our customers. With ample opportunities to innovate, we're looking to grow our Technology Team and hire the best talent out there to collaborate with. We take pride in your professional development – with bespoke career pathways for technologists, supporting those who want to go into management as well as those who want to remain 'hands on'.

We have a culture of trying new ideas: with the objective to deliver fast or fail fast. If we haven't failed, we haven't tried anything new!

We recognise the importance of sharing our learnings, both good and bad, with the wider community. We do this through engaging with blogs and presenting at key networking events. You'll see our techies speaking at events close to home, like the Manchester Tech Festival and as far as conventions in Las Vegas.



[techHub]

For more information, contact jobs@ajbell.co.uk
or visit: ajbell/group/techhub

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