



Kainos at a glance

k a i n o s®





By any measure



...a great place to work!



**Kainos
headlines at
BelTech**
April 2014





Kainos at a glance

Welcome to Kainos...

This guide presents an overview of Kainos.

Over the next few pages you will discover what we most value, how we view our role as an employer and corporate citizen, and how we communicate this to our various local and global audiences.

Open the door, come on in and make yourself at home. We hope you find the content of this guide informative and helpful, especially if you're encountering Kainos for the first time.



Kainos at a glance

Who we are

Kainos ←ancient Greek, meaning 'new' or 'fresh' →

28
years'
experience

Reading



We're
thoroughly
professional,
customer-focused
and commercially
savvy



Belfast

We're agile
and creative, and
always on top of the
latest technologies
and trends

We're
the longest
standing independent
digital technology
company in the UK -
28 successful years
in business



London

We employ
more than 650
staff in the UK,
Poland and Ireland,
directly supporting the
technology needs for
over 150 global
customers

150+
global
customers



Bristol



Derry

650+
experienced
staff

We're passionate about sourcing and nurturing technical and digital solutions skills in the community and industry

Our Kainos Workday business is a European leader in Workday implementation and a global leader in automated testing

Our digital solutions are helping change the face of organisations in both public and private sectors

We lead the market for digitisation of patient notes in the NHS with our Kainos Evolve[®] Electronic Medical Record (EMR) product



Dublin



Gdansk

What we do

Kainos provides digital technology solutions that enable companies to work smarter, faster, better.

We've been operating successfully for more than 28 years, and employ over 650 people, with offices in the UK, Ireland and Poland.

Our clients in the public and private sectors include over 150 well-known global organisations and large government departments.

Our people are knowledgeable, enthusiastic and have a work ethic that our clients tell us is unique. They really like working for us: we are consistently recognised as one of the Sunday Times 100 Best Companies to Work For.

We keep abreast of the latest digital technology trends so we can deploy the best tools to meet our clients' requirements and help them improve how they do business.

We don't promote technology for technology's sake: we're always aware of the commercial imperatives in business. Some of the tools in our kitbag include:

Agile Development

Working smarter, faster, better – we use agile development methodologies with their inherent interaction and rapid prototyping to deliver well-designed and easy to use digital solutions that meet our customers' requirements.

Big Data and Analytics

Making the most of the information – we use next-generation tools and techniques to manage corporate data, and our digital intelligence capability provides insight through data discovery, visualisation and advanced analytics.

Mobile Computing

We develop enterprise solutions and apps to facilitate business on the move.

Application Management

Delivering more for less – we use ITIL-aligned processes to run and optimise enterprise and departmental websites, intranets, and custom-built/off-the-shelf legacy applications.

Integration

Flexibility through interconnectivity – we deliver efficient joined-up systems, connected processes and reliable integrated data, a service that is increasingly important as more layers of complexity are added to enterprise IT estates.





Kainos currently has four market-facing business units and a corporate function that provides common services:

Government Digital

Kainos provides digital solutions to government departments and agencies in the UK. Our solutions are closely aligned with government priorities: we focus on cost-efficiency and making public online services more accessible and easier to use.

We're at the forefront of the UK government's 'digital by default' initiative, working on several of the flagship 'exemplar' digital transformation programmes.

Kainos digital solutions are developed collaboratively with government experts using agile methodologies and – where appropriate – open-source software. This means our solutions are quicker to deploy and can be reused across the public sector.



Workday

Kainos is a Workday partner, providing management, integration, support and testing services for the Workday SaaS product.

We're part of Workday's QA testing team, so we have a unique insight into existing and planned Workday functionality.

We've developed tools to augment our Workday digital solutions, including our flagship Kainos Smart™ product, an automated testing tool that significantly reduces the testing effort on Workday deployments.

Healthcare

Kainos provides a market-leading comprehensive suite of digital services to healthcare providers such as hospitals and community care organisations.

Our award-winning Evolve EMR product automates the creation, capture and handling of medical case notes and records allowing healthcare providers to deliver better patient safety and quality of care. Evolve is used in more than 70 hospitals in the UK, helping healthcare providers on their journey to becoming a paperless environment.

Enterprise

Kainos provides a full life-cycle portfolio of bespoke digital solutions – from business analysis and design through to development and support. Whether working with our clients' legacy or recent systems, our projects usually involve us resolving complex integration challenges.

Our solutions include complex transactional systems such as insurance quotation engines and mobile consumer-focused apps.

We also provide ITIL-aligned software maintenance and support services to our clients, ranging from ad hoc problem resolution to full scale outsourcing of client systems.

Our Values

Our values are not abstract, intangible beliefs: for Kainos, our values underpin everything we do, and are recognisable in our interactions with ourselves and with others.

Values

integrity, consideration and support for our teammates, our clients and our partners

excellence and determination, personally and professionally

genuine, open-minded curiosity about digital technology, and what it can do to make our world better

creativity and imagination in solving problems for ourselves and our customers

flexibility, adaptability and a willingness to embrace change

openness, warmth and a desire to engage positively with others to build productive relationships



Our Vision

**We articulate our vision as follows:
“To engage and nurture talented,
innovative and committed people
who develop digital solutions that
help our customers work smarter,
faster, better.”**

Here are some of the things we’re doing that give substance to our vision:

- We’re continually increasing the number of people in Kainos – we’re actively seeking talent and will make over 200 job offers this year alone.
- We’re evangelising the value of IT in industry and the community – we are nurturing digital ambition through our innovative schemes such as CodeCamp™, Earn as you Learn® and the ICT Apprenticeship Scheme.
- We’re investing in software tools such as Smart and Evolve to make it easier and quicker for our clients to do their work.
- We’re building new capabilities such as Big Data and Analytics so that we can bring the benefits of advanced technology to our clients.



Why we believe we're special

- We employ only the very best. We select people who are team players and who perform with high levels of professional and technical ability.
- We believe in developing the ability and skills of everyone in the company. We take a long-term view and nurture and grow talent at every stage in our peoples' careers.
- We have a proactive career and talent development programme that embraces seven key competencies expected of all staff, matching level of responsibility and experience.
- We provide additional challenges and incentives for those who display high levels of potential, including a dedicated leadership development programme.
- We seek opportunities for even our most experienced professionals to further their education by enrolling them in prestigious executive education programmes (Stanford, Darden, MIT).



Our seven key competencies

1

Commercial Awareness

Understanding the commercial impact of technology decisions on both Kainos and client

2

Communicating and Teamwork

Being persuasive and collaborative to achieve shared goals

3

Continuous Improvement

Keeping an open mind and adapting to changes in the technology and work environment

4

Customer Focus

Understanding customer needs and building effective customer relationships

5

Developing Yourself and Others

Building confidence, knowledge and skills personally and for others

6

Planning and Organising

Prioritising and ordering activities to get results

7

Job Specific Knowledge

Demonstrating knowledge and understanding that meets role and project requirements

Why our customers believe we're special

We have an enviable reputation for reliability, delivery and innovation with our customers...

- Digitised **over 20 million paper records for 100,000 users** in over 70 hospitals in the NHS.
- Made over **45 million UK licenses accessible online** for drivers and companies.
- Developed **a market-leading analytic dashboard** for one of the world's four largest insurance brokers.
- Developed one of the **UK's first electronic discharge capabilities** between hospitals and GPs at Ipswich hospital.
- Ran **the entire IT operations load for a London-based asset manager**, including core applications portfolio.
- Digitised and streamlined **electoral roll registration for all UK citizens** (47m confirmed users on the electoral register).
- **Deployed Workday in over 26 countries** for a global financial services company, transforming how HR services are provided to staff.
- Designed new online models and prototypes to **streamline payment of subsidies to farmers and foresters in the UK** handling **over 100,000 transactions** in the first year.
- **Transformed patient care** in hospitals and clinics by introducing **mobile (iPad) patient records**.

Our technology transforms our customers' ability to work smarter, faster, better.



Our technology transforms our customers' ability to work smarter, faster, better

**Bradford
Teaching Hospitals
go live with
Kainos Evolve
October 2012**

Our special role in nurturing digital talent

At Kainos we have a passion for education and for linking our digital technology expertise to positive

social outcomes, and we encourage entrants to the profession at every stage...

	High School	University	Professional
Goal	Fostering an interest in digital technology among bright teenagers	Nurturing career aspirations for those interested in digital technology and attracting them into the digital workforce	Developing the best and brightest talents to help them fulfil their career ambitions and enrich the IT industry and its clients
Initiative	<ul style="list-style-type: none">• CodeCamp• Work Experience• CodeShow	<ul style="list-style-type: none">• X-Camps• University Work Placements• Apprenticeship Scheme• Earn as you Learn	<ul style="list-style-type: none">• Kainos Career Path Development• Kainos Talent Programme• Kainos Advanced Education Programme
Partners	<ul style="list-style-type: none">• Department of Education• Belfast Metropolitan College	<ul style="list-style-type: none">• University of Ulster• Queen's University Belfast• University of London• University Of Bath• Gdansk University of Technology• University of Gdansk	<ul style="list-style-type: none">• PluralSight• Association of Computing Machinery• IET

How we make a difference to our local and national economy

From the very start, Kainos has been an enthusiastic employer of software engineers. Over our life time so far, we've created more than 1,200 jobs in the UK, mostly high-value software engineering roles. We have a reputation as a reliable and supportive employer in all our locations – wherever we put down roots.

Our planned expansion in South West England and Wales will create many new high-tech jobs in the region over the next two years. Our digital solutions have introduced huge efficiencies in industry: eliminating paper in the NHS; automating manual processes in banks and insurance companies; making government processes accessible to citizens online.



We're investing in the digital future of our communities

CodeCamp
Belfast
July 2013

Our plans and ambition

We have the potential for sustained profitable growth for the foreseeable future, and the drive to become one of the leading digital solutions companies in our markets.

In the next three years we plan to:

More than double in size to over 1,500 people

Increase our margins year on year to achieve a leading position in our industry

Open more new offices in the UK, and extend our reach to the US

Promote our story and our brands to new customers and new markets



This is Kainos!

Retain our unique
culture, capability and
sense of purpose
as we grow!



It's
your move
now...

We truly believe that Kainos is not only a great place to work, but also a business where great work is done for our customers and our communities.

If you would like to find out more about what makes us unique, contact us:

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Kainos at a glance

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This document is produced primarily for internal use in Kainos.
We've used all reasonable endeavours to ensure that the statements contained here are accurate at the time of publication.