

TECHPOINT

# TechPoint Candidate Pack

Becoming part of the TechPoint team



Customer Centricity | Striving for Excellence | Accountability & Ownership | Collaboration & Teamwork | Openness and Integrity | Energy & Positivity



# Thank you for your interest in becoming part of the TechPoint team.

TechPoint is a UK-based company that designs, engineers and delivers robust electronics to power the world's most complex technology in demanding environments. TechPoint's team of 180 works across frequency control products, manufacturing, and supply chain solutions to solve our global customers' challenges.

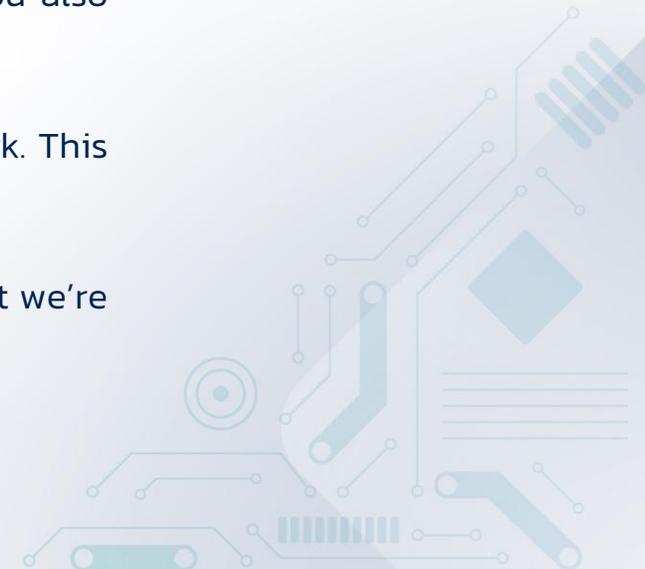
At TechPoint we provide industry leading products, solutions and services to our customers.

TechPoint is a people centered organisation run by a group of professional, energetic, passionate, creative and like-minded people all focused on delivering our goals.

It is important to us that you not only have the skills and experience to fulfill the position, but you also possess the same core values as us.

We are looking for people who can add value, make a difference, have an input and enjoy their work. This approach to recruitment makes TechPoint a unique team to be a part of– and we hope you can join us!

This short pack is designed to help you get a feel for what it's like to work at TechPoint, find out what we're looking for and summarise some of the benefits of working with us.

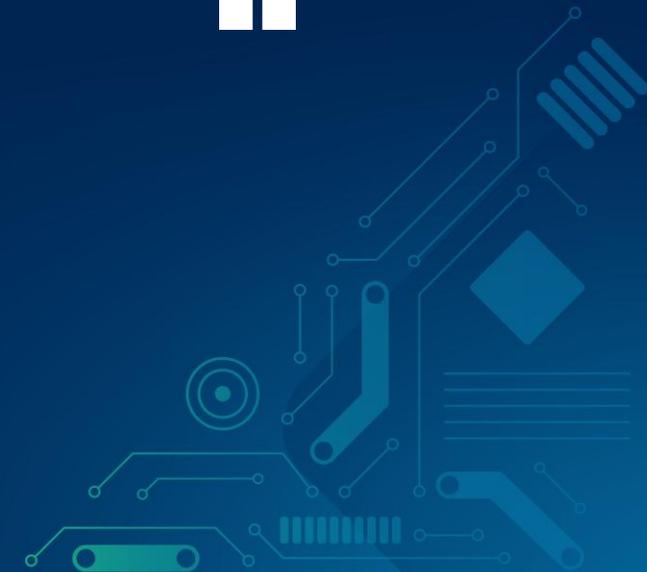




Exceptional customer experience is at the heart of everything we do. It is not just a goal- it is a core value that underpins every aspect of our organisation. We believe that our people are the key to delivering this standard of excellence. By fostering a culture of collaboration, innovation, and integrity, we empower our team to exceed customer expectations at every opportunity. This commitment to outstanding service drives our success and sets us apart as a trusted partner to our customers.



**Perry Duffill – CEO**



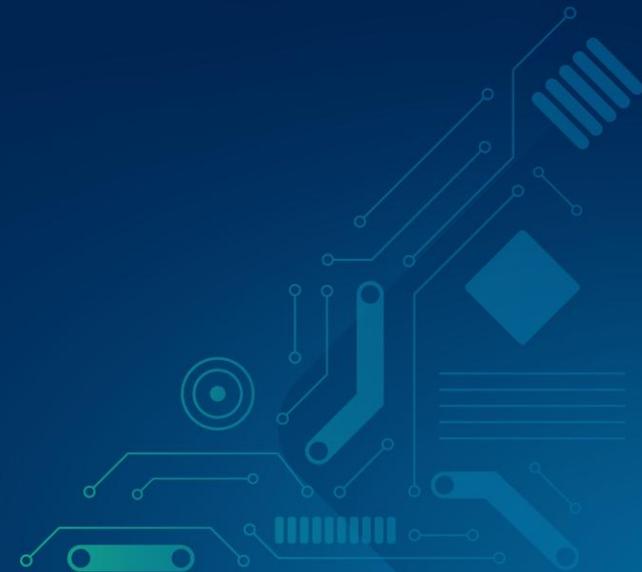


## Our Mission

Harnessing the specialised strengths of each TechPoint business to create a uniquely integrated, value-driven solution for our customers. Dedicated to delivering exceptional service, from supply chain optimisation to complex manufacturing, empowering our clients with innovation and efficiency across every stage of their journey.

## Our Purpose

Contribute to making a tangible impact on the success of our clients by redefining what's possible in supply chain management and advanced manufacturing.



# Leadership Team



**PERRY DUFFILL**

CEO

40+ Years' Electronics  
Industry experience

**Career:** Nordson, TT Electronics,  
Centum Electronics, Flex, Celestica,  
Hewlett Packard



**JENNY DRAKE**

CFO

20+ Years' finance experience  
across practice and industry.

**Career:** OCS, Atalian, Servest,  
PKF/BDO



**MYKALA MACFARLANE**

Group Head of People

15+ Years' HR/People and Culture  
experience

**Career:** Thames Water, Swatch Group  
UK, Automotive and IT Services



**NERIJUS SIMAS**

VP Sales & Marketing

20+ Years' Electronics  
Industry Experience

**Career:** TT Electronics, Centum  
Electronics, Future Electronics



**CHRIS BARNARD**

VP Operations

25+ Years' Electronics  
Industry Experience

**Career:** Collins Aerospace,  
GE, TRW



**COLIN CODDINGTON**

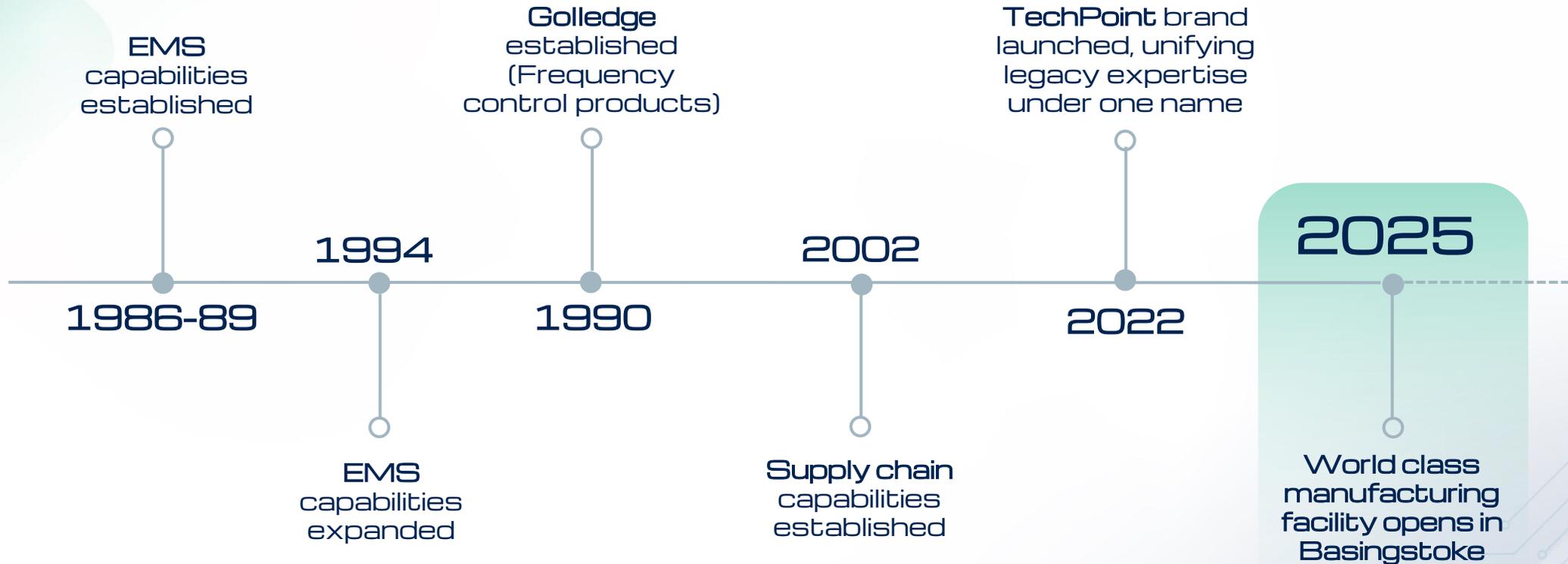
Group Head of IT and Digital  
Transformation

30+ years manufacturing  
experience

**Career:** Trifast PLC, Shortland  
Computing Services, Rank Xerox

# TechPoint is 40+ years of combined skills & experience

TECHPOINT



# Our Values and Culture

At the heart of TechPoint is our people, without them we wouldn't be able to deliver the exceptional customer service and quality we are known for.

We want to provide our employees with a positive, diverse and inclusive culture and help to build their careers and professional development.

We recognise that everyone who works at TechPoint has an important role to play in ensuring we maintain our supportive and engaging workplace. The way we achieve this is by working to a set of business behaviours that we implement across all our brands.

Our core values include, but are not limited to:



**Foster a culture of belonging,**  
inclusion and respect for all;  
we have a culture where all  
our people can be their  
authentic selves



**Drive progressive policies,**  
benefits and support; we  
win the war on talent; by  
attracting, developing and  
retaining the best people



**Engage employees to help  
deliver the plan**  
– We will harness the power of an  
engaged team, collaborating to  
accelerate our progress

**“Our people are at the heart of all we do, and we are creating career pathways and professional development opportunities to ensure your time at TechPoint is not just a job but a career. Join us, grow with us and help us to deliver exceptional customer service.”**

**Mykala Macfarlane**  
Group Head of People



## Our culture drives us forward



### Together we Thrive - Team TechPoint



# Benefits

- 25 days holiday (based on a 5-day working week) plus Christmas shutdown
- Your birthday as an additional day off
- Benenden Healthcare and cash plan
- 10 days discretionary company sick pay
- Bonus scheme
- Death in service benefit of 4 x your annual salary
- Salary Sacrifice Pension – 5% employer pension contribution
- Free will from The Will Guys and 50% off for partner
- Option to buy up to 1 week of holiday during the annual holiday renewal window
- Enhanced Maternity and Paternity pay
- Specsavers vouchers to cover eye tests and £50 towards a pair of glasses
- EV car scheme (salary sacrifice)
- Cycle to work and Home & Tech (salary sacrifice)
- Tastecard Dining and Days Out Discounts
- ADS Discount Scheme – shopping, health & fitness, travel & experiences
- Annual Cost of Living Salary review



# What your future colleagues think

We think TechPoint is a great place to work. But don't just take our word for it – here's what some of our brilliant TechPoint colleagues had to say in our most recent employee engagement survey:

From day-1, TechPoint has been a welcoming and supportive environment to work in. Everyone has the same goal – to be as successful as possible

TechPoint really is an industry leader in everything that it does. Being part of this exciting growth journey is a career highlight for me. The future is bright!

Working at TechPoint is very different to any other job I have had. You are genuinely cared for & treated as a person rather than a number. That goes a long way!



# Social initiative

## Supporting the Bookmark Reading Charity



Bookmark Reading Charity

Our investors make an annual donation equating to 0.9% of the Company's net asset value, thereby providing consistent, long-term and growing charitable donations. Since 2017, more than £9.2 million has been donated by our investors to charities focused on improving UK literacy.

The aim is to advance the education of children in the United Kingdom, in particular by promoting or supporting the development of literacy.

## Supporting the Evie's Gift Charity



In 2025, we proudly became supporters of a charity dedicated to providing practical support to parents facing one of life's most devastating challenges- the news that their child has a life-threatening illness.

As part of our commitment, we'll be organising fundraising events, volunteering initiatives, and sponsorship opportunities to help families when they need it most.



# Still have some questions?

## Who should I contact if I have any special requirements?

If you have any special requirements when coming to interview with us, please ensure you let us know when we organise your interview. We are happy to put in place anything required to make your interview is a positive experience.

## What is the hiring process at TechPoint?

Stage 1 – You've submitted your application. Our talent team will be in touch. Good luck!

Stage 2 – If successful you'll be invited to a 1<sup>st</sup> stage interview either via Teams or face-to-face

Stage 3 – If successful, we will invite you back to a second interview

Should TechPoint and the role be the right fit for us both, we will proceed to an offer of employment!

## Will I be notified if I have been unsuccessful and will I receive feedback?

We know how much time and effort goes into applying and interviewing for a new role and we really appreciate you've taken that time to apply to join the TechPoint team. We will provide feedback at every stage of the recruitment process whether you are successful in joining us or not.

## What is your onboarding process?

We pride ourselves on setting people up for success, you will have a thorough onboarding period in which you'll learn all about the Company, your team, your role and how you can add value.

