

TECHPOINT

CANDIDATE PACK

Becoming part of the TechPoint team



Customer Centricity | Integrity | Accountability | Collaboration & Teamwork | Strive for Excellence | Energy & Positivity

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

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.

Meet our Leadership Team

Perry Duffill
CEO



40+ Years' Electronics Industry experience

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

Jenny Drake
CFO



20+ year finance experience across practice and industry.

Career: OCS, Atalian, Servest, PKF/BDO

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

Who are we? TechPoint in a nutshell

One of the largest UK owned electronics & components manufacturer who are continually pushing the boundaries of innovation, by providing a forward-thinking, end-to-end service that covers every stage of the product lifecycle.

Trusted by a diverse range of industries including, aerospace, defence, automotive, medical and consumer products. It's likely you'll have come into contact with a TechPoint product, without even knowing!

5 Centre's of Excellence across the UK paving the way for global supply chain transformation, accelerating its realignment from traditional electronics manufacturing service,

150 employees across our Group (and growing)
as TechPoint grows, we will continue to invest in key-roles to support our ambitious but achievable growth objectives.

Originally founded in 2022 as Vanilla Electronics, TechPoint is now made up of multiple class leading service businesses, providing manufacturing and supply chain solutions for the future.

Annual turnover in excess of £40 million (and growing)
TechPoint benefits from strong established customer relationships which rely on our expertise in providing an end-to-end supply chain and electronics manufacturing service to a global technology marketplace.

The TechPoint team is made up of fantastic people, striving in our mission to take TechPoint to the next level in a fun, collaborative and enjoyable environment.

Our world revolves around...
being passionate about what we do to deliver industry leading products, solutions and services for our customers.

Culture at its heart where all our people feel they belong. Through collaboration each and every TechPoint colleague is given the opportunity to excel in their role, in an enjoyable and supportive environment.

The TechPoint 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
HR Business Partner

Our locations

The TechPoint Group is made up of 5 centre's of excellence. These facilities house our manufacturing, warehousing and dispatch services and more importantly our industry leading experts who deliver outstanding products, solutions and customer service each & every day



TechPoint | Solutions
Thetford



TechPoint | Fast Track Solutions
Bedford



TechPoint | Solutions
Aldershot (moving to Basingstoke in August)



TechPoint | Manufacturing Solutions
Melksham



TechPoint | Golledge Specialist Components
Ilminster



TECHPOINT

TechPoint Benefit Scheme

- 25 days holiday **plus** 3 days Christmas shutdown
- Your birthday as an additional day off
- Benenden Healthcare and cash plan
- 10 days discretionary company sick pay
- Death in service benefit of 4 x your annual salary
- Salary Sacrifice Pension - Up to 5% employers pension contribution
- Free will from The Will Guys and 50% off for partner
- Option to buy/sell up to 5 days 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 salary sacrifice scheme
- Home and Tech salary sacrifice scheme
- Annual Cost of Living Salary Increase

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!

Our Charitable Mission

Supporting the Bookmark Reading Charity

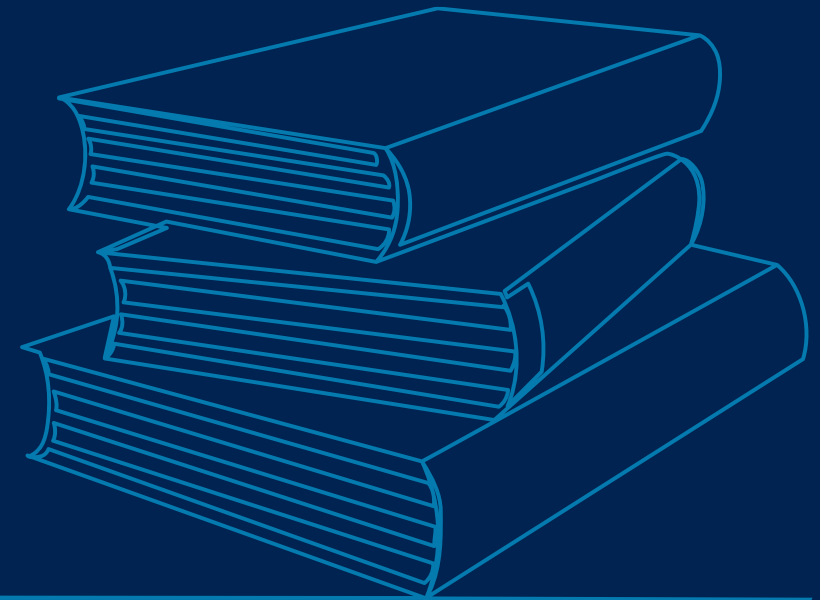
Did you know each year, eight children in an average class will leave primary school unable to read well. These children will often struggle in school, and beyond.

When a child can navigate words, they can navigate the world.

That's why TechPoint have partnered with the Bookmark Reading Charity, to help children develop the reading skills they need to succeed by creating flexible volunteering at the heart of our communities.

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.



**Bookmark
Reading Charity**

TECHPOINT

Still have 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 1st 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.