

Guide to working at

SUREVINE



A bit about Surevine…

Surevine builds secure, scalable collaboration solutions for the most security conscious organisations globally; joining people up and enabling collaboration on their most sensitive information.

Our systems are accredited to handle the most sensitive information, whilst still delivering an intuitive and engaging user experience which actively promotes participation; building smart, secure networks of connected people.

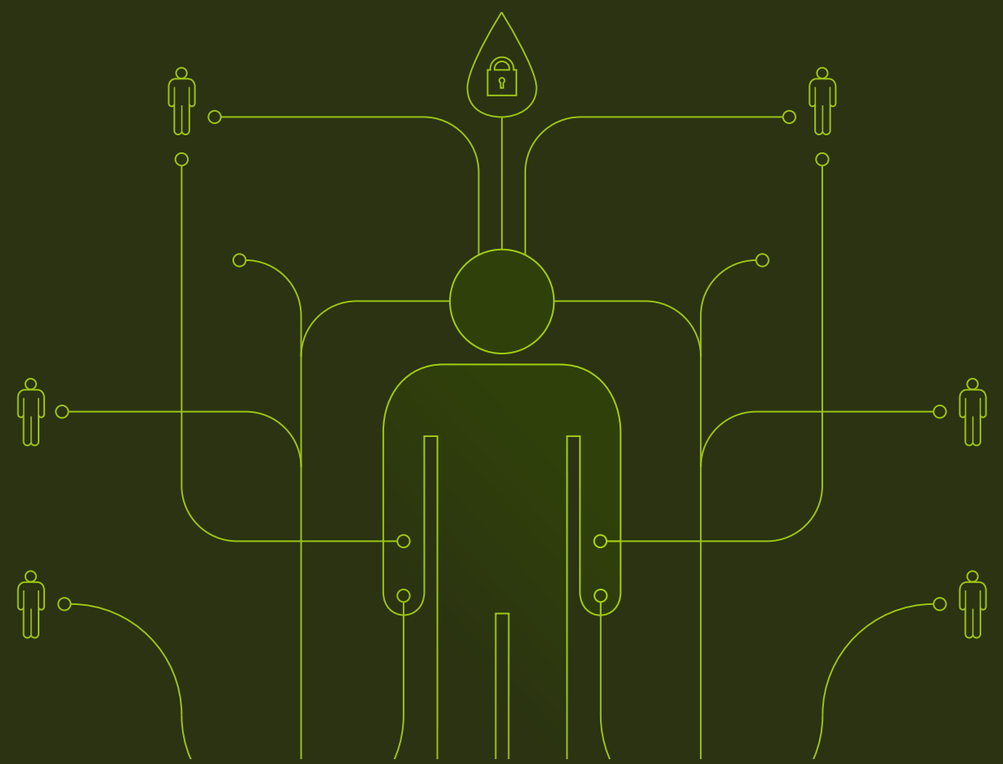
Our own smart research and development and customer sponsored R&D into collaboration technology delivers constant innovation, building products born out of genuine user needs.

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Established in 2008, we spun out of an R&D project for central government. Since then, we have continued to grow and are still a key supplier to UK Government and Industry: we were one of the first accredited cyber security suppliers to UK Government. And a former UK Prime Minister described us as "one of the top UK cyber companies".

To date, the company has delivered over 100 projects for defence, security and other organisations with the most demanding security requirements, supporting tens of thousands of live users.

Surevine are the team behind Threatvine; a next generation cyber-security information sharing platform designed for cross-organisational collaboration and collaborative intelligence analysis. Threatvine was built for the UK NCSC to power CiSP, the UK's national platform for cyber-security information sharing.



The team

Over the years we have grown the team and are now concentrated around 2 primary hubs; London and Cheltenham. We bring together people with a background in National Security and Defence, and those from the commercial sector. This combination ensures teams are made up of people with first-hand experience of our customers secure way-of-working and stringent security requirements, and those with a design-led user-experience focussed background.



Surevine's norms for a distraction free workspace

Surevine from its incorporation has been a company forged out of mutual trust. Our customers have trusted us to get on and do a good job for them without needing to be micro-managed. We have reassured them from the beginning that Surevine people are at their most productive when they are working from their own, distraction-free, space; and when coupled with colleagues working onsite, it's a winning combination.

Surevine is a distributed team. Some people choose to work from their home office. Some work onsite along side our customers. And then there are those that work from the Surevine hubs, the spaces we have set up to provide a co-working location, should they want a change of scenery and some 'face time' with their team members.

While distributed working or 'working from home' was a new concept to many companies, we didn't introuduce this in response to the pandemic, and we aren't now 'bringing everyone back to the office'. Distributed working is all we know; it's all we have ever known.

Part of what has enabled us to do this is technology: the kind of smart collaboration technology we develop.

Over time we have developed cultural norms about the way we use that technology. From guidelines for video calls, to guidelines for microblogging – we were built with remote working in mind from the start.

While we are spread right across the UK, our all-company quarterly RLMs (Real Life Meetings) give us the opportunity to down tools and get to know each other properly. Past RLMs have included paddle boarding, trying out the Crystal Maze and even a tour of a historical prison.

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Reasons to join

1. Opportunity to work with top talent and cutting-edge technologies
2. Be part of an agile, delivery-focussed team with daily stand-ups, fortnightly sprints, and retrospectives
3. Thrive in a self-motivated, self managed team environment
4. Our Directors aren’t hidden away. They are accessible and involved. They are our co-workers
5. Tackle challenging problems in a fast-paced, innovative setting

Perks

- Flexible working hours
- Distributed working
- All-company get togethers every quarter
- Co-working hubs in Cheltenham and London
- Cycle scheme
- Pension & life cover
- Conference and events attendance with a learning budge
- Weekly “techcellence” sessions to learn and develop your skills with our outstanding technical staff

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info@surevine.com | www.surevine.com | @surevine

+44 845 468 1066 | +1 202 517 6966