



Life at Delio

A brief insight into our world.



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Introduction



Welcome to Delio! We're guessing that if you found your way to this brochure, then you're either:

- Looking for more information about what it's like to work at Delio
- Already working at Delio and are doing some homework to brush up on your company knowledge
- Someone who has randomly stumbled across us and are now intrigued to learn more

Either way, we're glad you're here and we hope you find what you're looking for.

The purpose of this brochure is to give you a general introduction to the Delio world. We'll touch on the company history, our mission and values, the benefits of working for us, as well as share success stories from some of our team.

Looking for something that isn't listed here? Feel free to get in touch with us directly, we're sure we'll have the answers you need: careers@deliogroup.com

Our mission

Delio is transforming private markets. Through our technology and expertise, we help the world's most respected financial institutions to connect their clients with private investment opportunities.

Our configurable, white-labelled technology is already being used by more than 90 organisations in 18 countries around the world, including the likes of Barclays, Coutts and Arcapita. However, we're only just getting started.

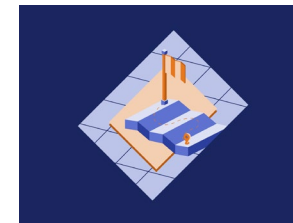
Although our journey has centred around our SaaS proposition, we're now leveraging our position as an end-to-end tech provider to create increased connectivity for the private markets. By creating and connecting new service elements we will be able to create the underlying foundations for the private markets industry, helping to grow clients' offerings and open up secondary market liquidity.

As an award-winning, high growth company, we've set ourselves ambitious and challenging targets that build on the rapid progress we've made since 2015. To achieve these goals, we work hard, have high expectations and hold each other to account. However, we also support one another and collaborate to ensure that everyone can play a part in our success.

Our values

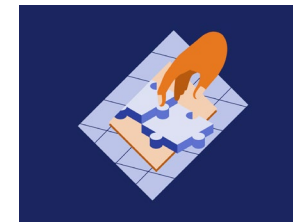
Company values represent how we strive to think, behave and react to internal and external influences.

Our values were formulated from input from the entire team, resulting in five core areas that we aim to achieve through our culture. Delio's values influence decisions that encourage the team to achieve the company's vision and goals. These values represent who we are, what we do, and the culture we aim to instil at Delio.



Ambitious

Underdog mentality; we set our sights on big targets, individually and as a company. We aren't afraid to go after the big players or challenges and don't let discomfort, or the feeling of not belonging, stop us from going after our goals.



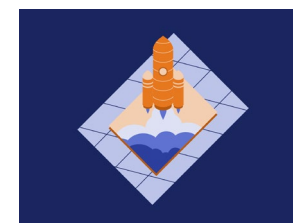
Dependable

We have an unwavering respect for each other, and trust is built and maintained through open communication and reliability. Cross-functional teamwork is essential to achieving our goals. Our clients can trust us, and we can trust each other.



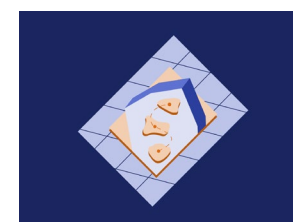
Flexible

We are agile and quick to meet the needs of the business, our clients and our team, willing to shift resources and remain considerate at all times.



Original

We find creative solutions to problems and are always open to new ideas, with the expectation on everyone to jump on board to support the cause.

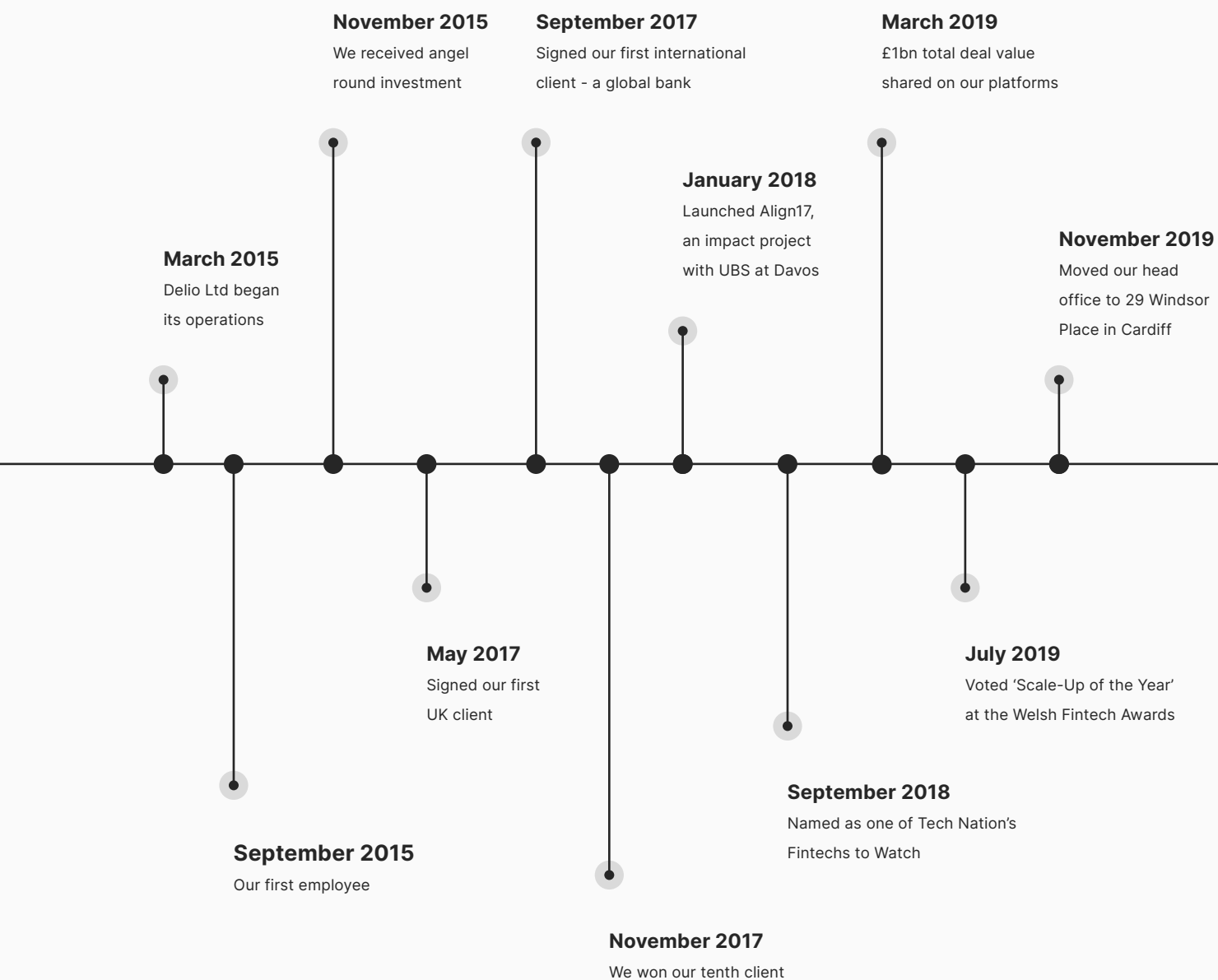


Tenacious

We believe in our product, our team, and ourselves. We're gritty and don't give up easily, taking our time to find new ways to win and succeed.

The Delio journey

Since our co-founders Gareth Lewis and David Newman launched the business back in 2015, we've been pretty non-stop. The last few years have been a whirlwind of recruiting, growing, funding and fun. In little over six years, we've grown from an embryonic idea to a thriving business and our team of almost 70 people now operate from three European locations.



March 2020

Signed a strategic partnership with PwC

May 2020

Signed a strategic partnership with Avaloq

February 2021

Launch of Delio Structuring Solutions (DSS)

September 2020

We back the Fintech Charter For All

April 2020

Launched our impact investing ecosystem - Impact Agora, alongside Barclays

May 2021

Named on the WealthTech100 list for the third consecutive year

July 2021

Win our first enterprise-level client in Asia, Sumitomo Mitsui Trust Bank

November 2021

Named as the 14th fastest growing business in Wales

February 2022

Complete our latest growth funding round, injecting £6.1m into the business

September 2021

Win our first enterprise-level client in the Middle East, Arcapita

May 2022

Announced the formation of our Advisory Board consisting of internationally recognised leaders.

Employee benefits

At Delio, we want to employ people that are honest, don't need micro-managing and want to progress. In return, we want to make sure the company is the best that it can be for our team, both in terms of its culture and the benefits we provide our employees. Our people are the reason for our success, so we want to ensure that they're rewarded for their contributions.

Our employee benefits include:



Annual leave

25 days of leave, increasing up to 28 days with length of service. Plus bank holidays.



Medical cover

Our private medical insurance includes Core Cover, Routine & GP referred services and Dental and Optical Cover.



Hybrid working

Enabling the team to chose the most suitable working environment for them and their role at Delio.



Festive closure

Time for our team to get a chance to recharge over the festive period.



Birthday leave

Enjoy an extra day off on your special day that doesn't affect any of your annual leave allowance.



Flexible working

Flexibility around start and finish times, providing it works for you, your team and our clients.



Pension

Competitive workplace pension scheme with 5% employee contributions and 3% employer contributions.



Perks platform

30,000+ discounts at various brands through our perks at work platform, including cinema tickets and 80+ high street retailers.



Training and wellbeing budget

Monthly budget for each team member to use on personal and professional development and care.



Academic afternoons

An afternoon per month dedicated to learning and development, with no meetings encouraged to focus on your goals.



Socials

Regular social events, all expenses paid days out and summer parties.



Cycle to work

A 'salary sacrifice' benefit where we buy your bike from your gross salary and you pay us back monthly.



Life insurance

Death in service cover of 3x your salary if anything were to happen to you whilst being employed by Delio.



Enhanced parental leave

Family-friendly maternity, paternity and shared parental leave policies.



People success stories

Sarah Clements

Chief Delivery Officer

Since I had the opportunity to come into this fast-growing company back in April 2018, I have supported multiple areas within product and delivery, holding three different positions in that time. I was first employed as a Business Analyst before being promoted to Head of Delivery to recently becoming Chief Delivery Officer.

In this current role, I am responsible for ensuring the successful delivery of our product to our clients and the wider market; supporting clients through initial set-up and configuration, alongside growing the product to continually meet the market's needs.

“The senior management team were aware of my ambitions and gave me opportunities to prove myself which allowed me to demonstrate my value to the business.”

I've had a huge amount of support from Delio along the way, from helping me gain qualifications, to showing me how to utilise existing skills to grow into an area that was integral to my progression, to securing me a Mentor who has helped sound out ideas, discuss aspirations and generally guide me through my thoughts. The fact that they've continuously employed supportive colleagues who have helped to push my capabilities at every turn has also been a massive help!

Knowing that you are in a company that wants people to do well and progress makes you that little bit more focused on your goals. I've enjoyed every step of the journey with Delio so far and look forward to what the future holds!



People success stories

Tom Davies

Head of Engineering

I started at Delio back in February 2017, where I was employed as a Lead Developer. My main responsibility was to work with the technology team to help deliver and enhance the Delio product for our target client base and wider stakeholder audience.

Over five years later, I'm now Delio's very own Head of Engineering! I oversee front-end and back-end development teams and their projects, ensuring that there are no blockers that could prevent the developers from doing their best work. I'm also responsible for ensuring that development best practices are adhered to throughout our tech projects.

Those within the industry will know that the jump from Lead Developer to Head of Engineering is pretty substantial. Outside of lots of hard work and a drive to succeed, I definitely credit Delio's belief in its team members and the commitment it has to backing and encouraging anyone who shows that they want to progress within the company as a key reason for my success.

“The culture at Delio is great, having been with the business since almost the beginning, I’ve seen the way we’ve developed from start-up to scale-up whilst still retaining that close community feeling.”

If I had to choose, I'd say that the exciting, fast-paced atmosphere, as well as the people that I get to work with every day, are two of the best things about working at Delio!



Get in touch

Connect with us:



careers@deliogroup.com

