

# *What you can expect as an Employee of **Votiva...***

*Votiva is a foreign owned IT company with offices across South East Asia. We are a Microsoft Partner and focus entirely on Microsoft products and technologies, mainly the Microsoft Dynamics ERP and CRM solutions.*

*Votiva is comprised of 2 divisions, namely Votiva Business Solutions that offers solutions and consultancy services to the markets in South East Asia, and Votiva Outsourcing Services that provides software development services for overseas companies.*

## *Working Environment*

In Votiva we make an effort to maintain a friendly and professional working environment with a lot of social activities:

**We serve refreshments everyday**, including tea, coffee and fresh fruits. Votiva employees have free access to both fridge and microwave oven at work.

**We have a budget for social events**, and regularly meet for dinners, bowling or karaoke to enjoy each others company outside the office.

**We have an informal dress code**, and generally allow our employees to wear whatever makes them feel comfortable at the office.

**We have flexible working hours**, which allows employees to adapt their working hours to their individual schedules to some degree.

**We practice a European management style** where managers not only supervise and monitor but also offer their staff the advice and support they need to be successful.

**We care about results more than rules** and are generally quite flexible as long as our employees do their job well and deliver on their promises.

## *Ongoing Training*

In Votiva we believe that having smart employees is core to the success of our business and therefore have substantial in-house training programs:

**We provide both English language and technical training**, using internal and external trainers both locals and from abroad.

**We reserve Saturdays for training**, meaning that classes usually take place within normal working hours.

**We use the best training materials**, including Microsoft Official Curriculum (MOC) when available.

**We encourage our people to get certificated**, and often agree to pay fees for Microsoft exams.

**We have a substantial training budget**, so it is usually not a problem for us to find the necessary resources for good material and trainers.

## *General Conditions*

Votiva strives to be a decent and fair employer. We always follow local labour laws to the letter and offer our employees a number of additional attractive benefits:

**We offer competitive salaries**, and generally try to reward people who make an extra effort with bonuses and other incentives.

**We offer paid sick leave** according to local norms and regulations

**We have flexible working hours**, meaning that our employees can adjust their working times to fit their schedule within certain limits.

**We provide up-to-date equipment** of good quality for all employees. Our consultants who travel obviously need laptops while our software developers use powerful workstations with large LCD screens.

**We do not restrict Internet use** for Instant Messaging or other purposes. In fact, we use Skype extensively to communicate with both colleagues and customers.

Please visit [www.votivasoft.com/company/careers.aspx](http://www.votivasoft.com/company/careers.aspx) for more information about current vacancies.

Even if there we currently have no offers that suits your profile, you are welcome to submit your CV to [careers@votivasoft.com](mailto:careers@votivasoft.com) for inclusion in our database – that way we can contact you whenever we have an opportunity for you.