



# HOW WE WORK

At Geoplan, we are proud of our company and our team. We understand that our people are key to achieving our aims and we are committed to ensuring Geoplan is an excellent place to work. Our commitment to our people is as strong as our commitment to customer care and to quality.

We successfully achieved the Investor in People National Standard on 28th March 2002. Since then, we have continued to invest in annual, independent review visits to ensure that we maintain our standards, strengthen our existing practices and identify areas for ongoing development.

We have also been involved in a pioneering initiative to introduce IIP's Leadership and Management model to UK companies and we achieved recognition against this model on 22nd November 2005.

Every member of the team plays a vital role at Geoplan. Involvement in our business planning and development initiatives ensures that everyone keeps this in vision and is aware of the value that they add to the business.

## WHAT OUR PEOPLE SAY....

"...I feel my job is tailored to my strengths, and therefore suits the way in which I work. I am also given the opportunity to develop my professional skills - especially beneficial for a graduate."

"[we are] a small company that does big things....we have objectives and undertake activities that are often the preserve of much larger blue chip organisations."

"The approach Geoplan takes with its staff and environment creates the opportunity to have a career and not a job, which are two quite different things."

## WORKING AT GEOPLAN

We look for people who have a strong sense of commitment and whose values and goals are aligned to ours. People who have a positive, proactive approach and a desire to succeed thrive in our environment. We want people to enjoy what they do and fulfil their potential.

We place great emphasis on the culture within the business and strongly believe that Geoplan provides an innovative, challenging and supportive workplace.

We have a philosophy which focuses on self-management and team work and we promote the development of leadership skills across the business.

We take great care of our people. This starts from recruitment and selection and continues with professional and personal development. We provide a high level of support to each individual to ensure that they have everything they need to achieve their individual goals.

## ROLES AT GEOPLAN

Our areas of focus can be split into the following categories:

- **Customer Service.**
- **Business Support.**
- **Finance.**
- **Application Development.**
- **GIS and Data Consultancy.**

Our business is customer focussed and we aim to provide world class business solutions with an equally high level of service. We aim to exceed our stated service levels and get our product and service right first time.

Our people aspire to be the best in their chosen field and strive to improve continuously. All of our roles are challenging and provide excellent development paths within a dynamic environment.

For more information on a career with Geoplan, please call us on **01423 569538** or email: **info@geoplan.com**



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INVESTOR IN PEOPLE



National Training Awards  
Yorkshire and Humber 2006



"...people's confidence is boosted by team days and personal achievements, such as qualifications."

"Geoplan offers me the flexibility to combine work, a university degree and personal commitments."



Bilton Court

## BENEFITS & REWARDS

### Training and Development

We aim to ensure that all of our people maintain a high degree of satisfaction and a sense of achievement throughout their careers at Geoplan. Appraisals at six month intervals ensure that we maintain a relevant, tailored, personal action plan for everyone, which meets both individual and business needs and objectives.

Training and development can involve a variety of initiatives including:

- Professional development.
- On the job training.
- External courses.
- Business planning input and events.
- Quarterly off site business reviews.
- Team development.
- Individual and team profiling.

We take the time to listen to our people and understand their needs and aspirations. We aim to maintain an environment which encourages open, honest communication with a strong emphasis on learning across the board. We encourage our people to take responsibility, demonstrate leadership and develop to their full potential.

### Rewards

In addition to our commitment to training and development, the rewards for working at Geoplan include the following:

- Excellent salary.
- Excellent annual leave entitlement.
- Company pension scheme.
- Bonus scheme.

- Excellent working environment and location.
- Social Events.

Our emphasis is to develop teams consisting of highly skilled, highly capable people. We also strive to provide support and flexibility for people to be able to maintain a good work and life balance.

We recognise our people and aim to reward them accordingly for their commitment, hard work and the value that they bring to Geoplan.

## OUR LOCATION

Bilton Court, Geoplan's Grade II listed headquarters, is set in three acres of grounds in the Yorkshire countryside to the south side of Harrogate.

Well positioned, Bilton Court is close to all major transport routes, lying just 15 miles north of Leeds and six miles from the A1/M1 link motorway. Also close by is Leeds/Bradford airport and Harrogate's own well serviced train station just two miles into the centre of town.



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