

# Catalyst

Culture and Employment Guide



# Welcome to Catalyst

At Catalyst, **you can make a difference**...to the lives and futures of people right here in Northern Ireland, the North West of Ireland and beyond.

It all starts with a belief and believing that our peoples' potential and ability are limitless, exponential and can make an impact for the greater good.

We exist to make it easier for our innovators to perform on a world stage, from those tinkering with ideas, to startups and scaleups finding their feet, right up to helping Multi-national companies make NI their home.

We exist to spark imaginations, educate and empower our younger generation who will become tomorrow's innovators.

**We exist to include those furthest from opportunity.**

If you walk this walk, then take the path with Catalyst.

If you have a lot of experience in starting or running an innovation driven company this is your chance to give back or, if you are early in your career, Catalyst is a great place to establish yourself in the heart of the innovation economy.

You'll grow, develop and will meet some amazing people along the way. Whether you stay with us or move on to a science and tech company in our community, we know you'll be contributing to, and making strides in an innovation economy that'll shape the future to come for all of us.

**Come to Catalyst, make a difference.**



We couldn't be more excited that you have chosen to join our team. It's an amazing time to join us as we continue our ambitious journey to create **opportunity for all from world-leading innovation.**

**We can't do this alone** which is why we need people like you to help us achieve our vision.

We unveiled a new 5-year strategy which we believe will generate significant economic benefits for Northern Ireland by enabling more of the population to access opportunities created through world-leading innovation.

Our job, and now yours, is to help us realise this ambition, so that Northern Ireland can become one of world's most sustainable economies.

We judge you to have our values and now look to you to use them to do your job to the best of your ability and energy.

We expect you to stretch yourself, to do things better each day. If you are asked to do something and you don't know how, ask!

If you make a mistake, tell someone who can fix it first, then we will learn from it, so it doesn't happen again.



*Hi! I'm Steve,*

CEO of Catalyst






We intend to take great care of you so that you can help us achieve our mission.

We pursue the best attitudes and brightest minds

We embrace a diversity of experiences and approaches

We fully support your development

We invest all or our profit back into the company and our people



*Even if you don't stay with us, we want to support you, so you can be your best at another place.*



Our Vision

# Opportunity **for all** From World-Leading Innovation







The vision is huge and that's why we need great people just like **you** to help us achieve it. We believe that Northern Ireland will be the **greatest** place in the world to innovate and this only happens when **everyone** is included.

*We really, really believe in this*



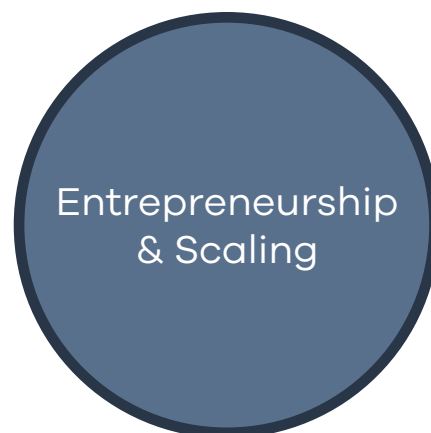
# The Fibre of our Fabric

**We're pretty unique!**

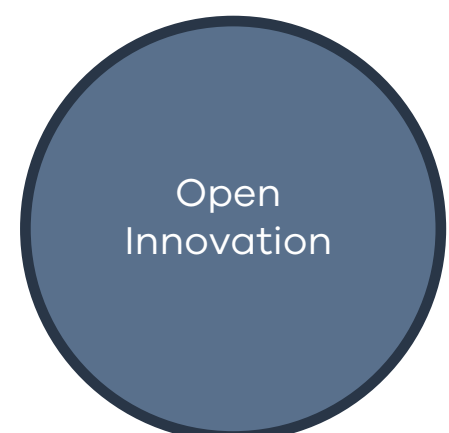
We're not just a property company selling commoditized space; or a company that supports entrepreneurship; or even one that supports collaborative Research and Development. We are an amazing blend of all three, and this powerful trio of potential creates a huge compound effect for our **Innovation Community**.



The home to our innovators. When our great companies live together in the one space, amazing things happen, and when it does, it creates a multiplier effect of astronomical potential.



Programmes and support to inspire, empower and enable nascent and growing entrepreneurs alike.



Collaborative R&D to develop world changing technologies, services and products



Our core values drive  
everything we do

*And we mean absolutely everything*





**What makes our  
people great?**








# Integrity

Do the right thing,  
regardless



- Do what you say you will do
  - Take Responsibility
  - Own up
  - Be respectful
  - Be true to yourself
  - Lead by example
  - Build honest & trusting relationships
- 



# Be Bold

Be ambitious and dare to  
be different

- Take the initiative
- Be opportunistic
- Be adventurous
- Learn
- Embrace change
- Be collaborative





# Passion

We love what we do

- Go the extra mile
- Create extraordinary experiences for our stakeholders
- Have the craic along the way
- Shout the message out!





This company is fuelled  
by doughnuts and  
coffee, but we can't  
make it a value.

*(We did try)*





# Our culture matters

Here's what you can expect:





# We believe the best perk at Catalyst is our **amazing people...**

But let's be **frank**, we are not a perfect fit for everyone, and not every amazing person is a great fit for us. The landscape shifts every day and when you start, you'll hit the ground running.

If you are **purpose-driven**, can adapt and pivot with a can-do attitude, **what you'll achieve here will be great.**

*Hi, I'm Frank!*







N.I.'s future  
leaders and  
innovators







# What our Team says?

'Catalyst is a great employer and has a strong focus on employee experience'.

'I enjoy working at Catalyst and feel I am being given the right amount of opportunities to help me develop within my career. The team are amazing and I have developed great friendships at Catalyst, which makes working here even more enjoyable.'

'Catalyst is a great place to work for, with great opportunities for growth & development.'

'An organisation that is making a real impact supporting really innovative NI Startups and tech companies. Great team with core values.'

'Catalyst is a great place to work and I am passionate about what we do here. I enjoy my job and the friendships I have.'

'Catalyst is a brilliant place to work with a great environment to come into each day.'

'There are lots of opportunities, the mission and work that we do is meaningful. The company culture is one of the best that I've worked in and Catalyst really supports their staff to grow and develop.'

Source: Catalyst Enps June 2022





**What you can expect  
from us?**



# Two-way conversations

**Catalyst Guide** – When you join, we pair you up with a co-worker to welcome you to Catalyst and act as **your guide** for the first few weeks. This is where we can ask those everyday questions like, 'Is this coffee really free?' and 'hey, where's the bathroom?' and everything in between.

**ENPS** – Every 6 Months we get your feedback on your experience and have departmental debriefs with follow-ups from the leadership team.

**Monthly 'All hands'** – Where we all get together to share key updates and take questions that can be submitted anonymously via slido.

**Quarterly strategy** sessions with entire team

**Line manager** circles to support and learn from each other.

**Exit survey** and **interview follow up** to check-in with you and learn from your unique employee experience.

# Generous Holidays

We offer a generous holiday package which includes 25 annual leave days plus all statutory allowances, so there will be loads of opportunities to balance life outside Catalyst.

**You can't drink from an empty cup and we want you to be your best self while at Catalyst.**

We encourage all our team members to use their downtime to unplug (Don't be checking those emails while you're off) and re-energise so you come back refreshed and ready for the next challenge.







# Always be learning

Exploring what is important to our team members is a huge focus at Catalyst. We want to see you grow, develop and flourish here.

To be **constantly curious and hungry to learn** is one of the key pairings in our DNA, we don't know all the answers and we can't pretend to, but we can ask lots of questions and figure out the next steps.

We have a suite of amazing learning resources that you'll have to access to both self directed and co-created with your team to help you become your best self. And this doesn't even have to be work related. Want to learn French? **Manifique!** Need to learn python to automate the boring stuff?

```
print("Awesome!")
```

**Awesome!**

Learning should be flexible, fun and centred on you, and at Catalyst, it is!

A home for the  
constantly  
curious.

### **Catalyst Book club**

Grab a book from the Catalyst library and boost your knowledge. Don't see a book in there? We'll get it for you.

### **Learning journeys**

Travel to another destination, see how others perform and bring them back home.

### **Peer to peer learning**

We regularly hold 'Lunch and learns' and one-to-one sessions with other peers to get insights, tips and learnings that could help us in our own roles.

### **Catalyst Udemy**

Choose from over 204,000 online courses and learn at your own pace. Use it for professional development

### **Drop Everything and Learn (D.E.A.L)**

A half day each month dedicated purely for your learning.





# Health Matters


Life has a habit of throwing you the odd curveball and your wellbeing is central to everything we do.

We want all of our team members to feel they are supported and they have access to the best support that when/if needed you can smack that ball right out of the park.

**We offer a comprehensive package of benefits focused on looking after you and your family:**

- Private Medical Insurance for you, your spouse and children.
- 10% pension contribution
- Generous maternity/paternity benefits
- Enhanced life cover – 4 x salary
- Menopause and early menopause support
- Annual health checks
- Enhanced sick pay
- Wellness hour





Move well,  
Be well.





Everyone at Catalyst will have access to our state-of-the-art **gym and wellness space** located at our Titanic Quarter Campus.

This space is inspired by the latest training methodologies to lift, move and sweat. Strong bodies = Strong minds and we have the best coaches in town to help people move and become their best selves physically.

The mirrors are gone, the machines are gone, and so is the ego. This space will empower you by focusing on what you can achieve with your body, not what it looks like.

*game face*







# Family comes first

Family life doesn't come with a handbook or a fixed schedule, nor is it a cookie-cutter 'one size fits all' thing.

Just like our people, we have a diversity of experiences, backgrounds and this also applies to our responsibilities and life outside of work.

We pride ourselves on our flexible approach and through our policies, we aim to provide a flexible environment that works for you.

**We have you covered.**







# Let's Celebrate!

We like to celebrate our people, both professionally and personally. We come together as a team to press the 'pause' button on work and take some time to enjoy the work we create and the things we have achieved. We do this as a company and within our own teams.

- Catalyst Summer BBQ
- Catalyst Christmas Party
- Birthdays and celebrations such as marriages, retirements, 'big' birthdays and everything in between.



# Diversity & Inclusion



**Bronze**  
Diversity Mark



**Silver**  
Diversity Mark

Diversity and inclusion aren't boxes to tick on a CSR list. At Catalyst, they're part of our DNA, lived, breathed, seen, and heard across our community, projects, and co-working spaces.

We not only want to foster and empower a culture of innovation, but also an environment where people can be their true, authentic self and thrive, and we're proud to be **recognised by the Diversity Charter** for achieving **silver status** something only 15 companies in NI have achieved.



# Great Place to Work®

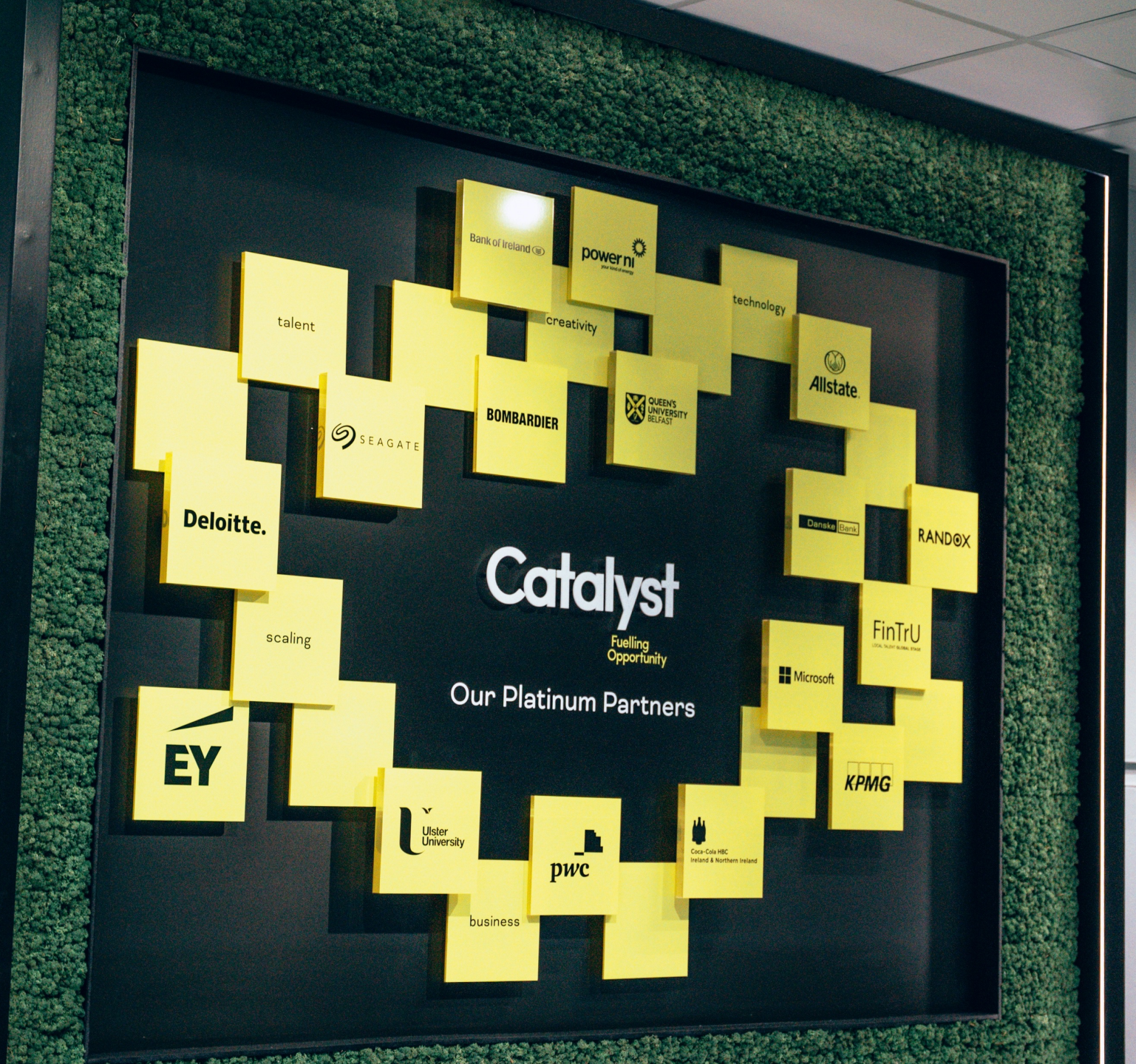
Catalyst has officially been certified as a **Great Place to Work®**.

This certification is awarded to organisations that demonstrate a high level of employee engagement, strong organisational culture, and effective leadership practices. It is a true mark of distinction and a testament to the amazing team we have here.

Achieving this accreditation is no small feat and speaks to the dedication, hard work, and commitment of each and every one of us. Our survey results highlighted that our employees feel respected, valued, and supported which has an incredibly positive impact on our overall business performance.







Catalyst

Fuelling  
Opportunity

Our Platinum Partners

Bank of Ireland

powerNI  
your kind of energy

creativity

technology

talent

SEAGATE

BOMBARDIER

QUEEN'S  
UNIVERSITY  
BELFAST

Allstate

Deloitte.

scaling

Danske Bank

RANDOX

FinTrU  
LOCAL. INFLUENT. GLOBAL. PROGRESS.

Microsoft

KPMG

EY

Ulster  
University

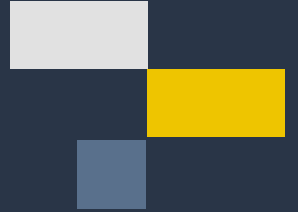
pwc

Coca-Cola HBC  
Ireland & Northern Ireland

business



**See you soon.**



**Catalyst**