



Case study

DECEMBER 2016

eTech prides itself on being fast-paced, dynamic and incredibly responsive to industry demand, and we're proud to have energetic and committed colleagues who are passionate about their work and keen to deliver exceptional results to our clients.

We're always adding to the team here, and our 'New Talent' programme is a key pipeline for us in terms of getting fresh new ideas into the business via enthusiastic who are colleagues keen to apply their theoretical knowledge in a real-life, practical setting.

Our 'New Talent' programme encompasses apprentices, graduates and placement students, and here we take a look at the journey one of our placement students took with us.

[Find out more about careers at eTech here](#)

Name: **Torin Pitchers**

Role: **Software Developer**

Read on to learn more about Torin's experience as a graduate at eTech.



The recruitment process

What preparation did you do before the interview?

Before the interview I researched what eTech did. I discovered eTech was a leader in workflow management software which made me very keen to pursue the post. Alongside the governance and operations, I also revised two topics mentioned in the job description, Agile Development and Git Version Control.

How was the interview and the recruitment process?

I had two interviews, first with Big Red Recruitment who put me through to a second interview with the Team Leaders from the Development Team. At this point, it was easy to feel intimidated and overwhelmed but as soon as the interview began I was put at my ease. The interview itself was an informal chat to get to know my personality, we talked about what I learned in my degree and also what I would like to learn.

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Following the interview, I was pleasantly surprised to find out within 2 weeks that my application had been successful. As I got into my role I realised my interview was to see my capabilities and willingness to learn rather than to focus on my skillset alone.

Do you remember the induction process? What was it like?

My initial induction covered health and safety as well as Information Security standards; something I know everyone has go through before getting to grips with their actual role. I was eager to start engaging in enterprising code but realised this was important!

The best part of my induction was getting to grips with the different code bases. In the first week, I concentrated on making small fixes on existing code and as I gained more confidence I began adding new features until I was consequently handed my first independent task. The induction process was very easy and was a series of sit-downs with specialists in areas I wanted to cover - this approach to learning was a perfect start to my journey with eTech.

Graduate experience

How was your experience working as a graduate?

The great thing about being a graduate at eTech is that everyone has had a similar experience. I can easily relate to some of the junior developers who have joined through eTech's Apprenticeship Programme, and also some of the experienced developers who joined straight from University as I did. Surprisingly, I've met a lot more graduates from Coventry University working here.

How does your degree relate to the work you do?

It's not often graduates find a degree that suits their competences so well, and I'm pleased to say with eTech I have related most of my university study with work I do day to day. Object Orientated Programming, Git Version Control and Agile



Development were a massive part of my degree and I get to use my degree knowledge every day. Having said that there is an appreciable amount of industry knowledge about business practices with software which I am continuously learning through the Job.

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Working at eTech

What do you do day to day?

My role is diverse and the tasks I do often change but in general my role involves creating new features, investigating issues and bugs. Issues are usually specific to clients, i.e something they want to change about an app or a problem for which they are seeking a specific solution.

What is it like to work in the eTech office?

In the past year alone eTech has opened operations in a new sector, re-entered a dormant market, created multiple products and signed sizeable contracts to name a few activities. It is extremely exciting to work as part of a fast paced environment that has lots to get your teeth into. One day you could be relaxed and chilled, then the next could be manic and crucial to signing new clients.

One of my biggest achievements so far, has to be when Apple updated their software, leaving our applications incompatible – something that can often happen in development. I was tasked to help bridge this gap in compatibility in time for the new release, which I'm happy to report was successful.

It is also great to see an office mixed with graduates, apprentices and experienced people who share ideas. It is comforting to know that whenever I am stuck on a specific task there are other team members on hand that I can join heads with to come up with a solution.

Did your experience include any social events?

The team regularly meet at social events outside of work such as going to the cinema or the gaming clubs. I prefer attending the reading clubs, where I mainly get to know most of the team.

Advice for future students

Do you have any tips and hints for Software Developers starting their career?

One thing I would say to applicants is to not focus on specific certification or qualifications that are on their CV. The team at eTech are mostly looking for candidates who have a good foundation, are passionate and have the ability to learn quickly and work well with others. However, two skills that are beneficial to learn would be Agile Development which is the cornerstone to how we work at eTech and Git version control which is a system we use to manage all the coding changes we make to software.



Why should someone consider an internship with eTech?

There is so much you can learn from day one and also a lot of information you can teach others when you get competent. eTech allows you to tackle tasks in teams and work on prioritised assignments. Above all, eTech has a great working environment and people here share great relationships that make it so easy to be at work. Not forgetting the free breakfasts, we get!



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