

Find your Future at
Allstate Northern Ireland



Allstate NI recruits the best talent both at experienced and graduate level in order to meet and exceed the technological and business development needs of our customer. It is a great place to start your career or develop it further.

COMPANY SNAPSHOT

Allstate Northern Ireland plays a strategic role in developing, transforming and maintaining the various technology platforms used within its parent company The Allstate Corporation, to support it in its day to day business.

The Allstate Corporation is North America's largest publicly held personal lines insurer. A Fortune 100 company, with \$131 billion in assets, Allstate sells 13 major lines of insurance, including auto, property, life and commercial. Allstate also offers retirement and investment products and banking services. Allstate is widely known through the "You're In Good Hands With Allstate®" slogan in the US.

Allstate Northern Ireland celebrated its 10 year anniversary in October 2008, the company was incorporated in 1998 and commenced operation in 1999. With an initial cap of 250 employees, the Allstate Corporation quickly realised the opportunity in Northern Ireland regarding the wealth of skilled IT graduates. The company quickly reached its target of 250 employees and in the past 13 years has grown to over 1,900 employees over 3 locations.

Allstate Northern Ireland is an equal opportunities employer and has won many awards for its diversity programme. Allstate NI has a diverse workforce and currently has employees from Poland, India, Portugal, US and South Africa. The company has also won awards for its initiatives to encourage more females into the IT Industry in Northern Ireland.

The development environment is IBM mainframe/midrange/PC with all the associated technologies. Allstate NI is committed to software process improvement and in October 2007 achieved CMMI (Capability Maturity Model Integration) Level 3.



LOCATIONS



Belfast



Northland



Strabane

- 9 Lanyon Place, Belfast
- Next to the Waterfront Hall
- Close to all City Centre shops, cafes & restaurants - less than a 5min walk
- Close to Belfast Central Train Station and just a short walk to bus stops for both Metro and Ulsterbus
- Car parks at discounted rates close to building
- Less than 10min drive to Belfast City Airport and 45mins drive to Belfast International Airport
- Wireless network
- Bike Park
- Over 1,200 employees

- Springtown Business Park, Office 2, Northland Road, Derry
- Car Parking
- Building completed in 2008
- Bike Park
- Over 300 employees

- Orchard Road Industrial Estate, Orchard Road, Strabane
- Free Car Parking
- Open 24/7
- Over 400 employees

ALL LOCATIONS

- Modern buildings
- Video Conferencing Facilities
- Shower Facilities to encourage work life balance activities such as cycling, going to the gym at lunchtime etc
- Staff areas

WHAT WE DO - OUR SERVICES

INFRASTRUCTURE SUPPORT		
Database Administration	Change Management	Security Provisioning and Administration
Application Monitoring	Problem Management	Access Control Services
Infrastructure Monitoring	System Administration	Analysis/ Intrusion & Detection
Incident Management	Security Administration	Analysis/Intrusion Detection
BUSINESS PROCESS MANAGEMENT		
Product Development and Support	Policy Processing and Data Collection	Image Cataloging and Archive
Auditing		
PROJECT MANAGEMENT OFFICE		
Project Management & Delivery Operations		
MANAGED SERVICES		
Quantitative Research & Analytics	Actuarial Services	Architecture Services
End User Technical Support	Network Operations & Logistics	Project Management and Delivery
Operations Services	Technical Writing	
APPLICATION DEVELOPMENT & INTEGRATION		
Mainframe Development	Business Intelligence	Application Development
Server Development	Web Application Development	AS/400 Development, Support & Maintenance
Middleware, i.e. Tibco & Ab Initio	Database Application Development	Quality Assurance/ Quality Control/ Testing
Voice Application Development	Product Development	MiddleWare - VAGen CSP
Service Component Development (relevant only to VIN team)	Change Management	Mobile Application Development
CONSULTANCY SPECIALIST SERVICES		
Business Engagement	Security Consultancy	Requirements & Analysis
Security Policy & Education	Technical Writing	Graphic Design
APPLICATION MAINTENANCE		
Production Support (24/7)	Technical Problem Resolution	Maintenance

OUR SKILLS/ TECHNOLOGIES

LANGUAGES (DEVELOPMENT AND SCRIPTING)			
C#	VB6	ASP.net	Java
SQL	XML	VXML	XSD
VAGEN	PL1	Cobol	Assembler
Magic	JSP	COM	JCL
VBScript	Javascript		
PLATFORMS AND FRAMEWORKS			
M/F	Unix	AS400	.NET
J2EE	SOA		
DB MGT SYSTEMS			
DB2	Oracle 9i/10g	IMS	SQL 2000&2005
VSAM			
PROCESSES & METHODOLOGIES			
ITIL	CMMi	Method 1	Six Sigma
Prince	PMI	Agile	
PRODUCTS & TOOLS			
Visual Studio	Loadrunner	Tibco (BW, BC, BE and lprocess)	Websphere
TestDirector	Quality centre	Pega	SQL Server
Clearcase	MQSeries	CICS	QTP
Winrunner	VSS	Ab Initio	Business Intelligence (Business Objects, Xcelsius and Tableau)
PRISM	Avaya	VHT	Storage Admin
PBX	VMWare	Informatica	

BENEFITS PACKAGE

- Contributory Pension
- Death in service benefit
- Generous bonus scheme
- Flexible working time policy
- Employee recognition programme
- Income Protection Scheme underwritten by Aviva
- Dental Insurance up to £600 cover per year
- Eyecare Benefits - Free eye tests and £100 towards glasses
- Health Insurance underwritten by Aviva
- Parental friendly policies - i.e. buckle up baby programme - employees receive free car seat and baby hamper, subsidised childcare vouchers
- Maternity/paternity policy
- Business travel accident insurance cover
- Corporate Massage
- Sports and Social Committee
- Subsidised Leisure Complex Membership with Fitness First - full gym facilities in a range of locations through out the province

TOP TEN REASONS TO WORK FOR ALLSTATE NI

- Well established company (opened in 1998)
- The largest IT company in Northern Ireland
- Continued growth with company now diversifying into new areas of business including Investments & Actuarial work
- Owned by America's largest public lines insurer – The Allstate Corporation
- Opportunity to travel to the US to Allstate HQ
- Excellent benefits package including pension, free medical, dental and eye care, and subsidised gym membership
- Award winning work life balance programme with flexible and condensed working hours
- Allstate NI is an equal opportunities employer
- Excellent working environment based in the centre of Belfast, close to transport links and city apartments.
- We have a culture of working hard but also playing hard - we certainly know how to enjoy ourselves!



AWARD WINNING COMPANY



"Voted Responsible
Company of the Year
in Northern Ireland"

*Business in the
Community 2011*

Allstate Northern Ireland is Northern Ireland's most successful IT company, winning over 80 highly prestigious business awards at local and national level, some of which are listed here.

- Responsible Company of the Year Award - Business in the Community Awards 2011
- Best Place to Work Award - The Irish News Workplace & Employment Awards 2011
- Champion Award - 2011 Irish News Workplace & Employment Award
- CIM Marketing Excellence Award - 2011 CIM Ireland Marketing Excellence Awards
- Employer of the Year - 2011 Strabane Business Awards
- Family Friendly Employer of Choice Award - 2011 Childcare Works Awards
- Talent Management Award - The Irish News Workplace & Employment Awards 2010
- Investors in People Standard Gold Status 2009
- Best Place to Work Award - The Irish News Workplace & Employment Awards 2009
- Work, Life and Wellbeing Award - The Irish News Workplace & Employment Awards 2009
- Talent Management Award - The Irish News Workplace & Employment Awards 2009
- Talent Management Award for Excellence - Business in the Community Big Tick Awards 2009
- Talent Management Award - The Irish News Workplace & Employment Awards 2008
- Best Place to Work Award - The Irish News Workplace & Employment Awards 2007
- People Development Award - Belfast Business Awards 2007,
- The regional winner of the Edge Awards 2007 - winning a prize of £10,000 for further investment into training and development of young people.
- Work Life Balance Awards (Large Organisation) - The Irish News Workplace & Employment Awards 2007
- Big Tick Winner in the Diversity Award - Business in the Community Awards 2007
- Family Friendly/work life balance initiatives - Opportunity Now Workplace Awards 2006 - Overall Best Employer
- Morgan Stanley Diversity Award - National Example of Excellence (presented by HRH The Prince of Wales) July 2006- Business in the Community



CSR PROGRAMME - *HELPING HANDS*

Allstate Northern Ireland is committed to responsible business practices, to community involvement – investing our time, talent and resources in the communities where we live and work, and investing resources for the long-term, in sustainable change. Our Helping Hands programme consists of 4 key elements:

BUSINESS IN THE COMMUNITY

It is a long-standing ANI tradition to volunteer our time and talent to nonprofit organizations, ANI is involved with many of BITC's programmes including Be A Saint Day, Silver Surfers Day, Environment Day, Time to Read & Compute Programmes, ProHelp and Business Action on Health. There really is something for everyone if you want to get involved!



Be a Saint Day 2011

Our Community

- Charity Committees in all 3 locations & CSR representatives in all 3 locations to organise volunteering activities
- Corporate Giving
- Employee Personal Giving via GAYE

Honesty, caring & integrity

Our Economy

- Momentum
- Bring IT On IT events
- Engineers Make IT Happen
- Work experience programmes
- School Employer Connections Programme
- Universities / Colleges
- Best Practice Visits

Inclusive Diversity

Our Environment

- Cycle to work Scheme
- Car Sharing
- Recycling Schemes – paper, cans, plastic, computers and other hardware
- Environmental Awareness Sessions
- Video conferencing to cut down on travel

Engagement

Our People

- Inclusion Champions
- Innovation Leaders
- Marketing & Communications Coaches
- Sports & Social Committee
- Recognition Programme
- Health, Well Being & Safety Committee
- Talent Programme
- Work Life Balance Programme

Accountability

Superior Performance

X THE TXT – DON'T TEXT & DRIVE INITIATIVE

In 2010 ANI started a new initiative, the X the TXT – Don't Text and Drive campaign in Northern Ireland, to educate young people on the dangers of texting and driving, in collaboration with DOE Road Safety & PSNI. Employees attend schools, colleges, and universities and engage students by getting them to play a driving game using a Nintendo Wii. Students are then asked to try and text a message whilst driving with ANI volunteers making them aware of driving distractions, the legal implications as well as the human cost of texting and driving. Over 30 employees have been trained to deliver this programme. Visit us on Facebook at www.facebook.com/XtheTXTNI.

THUMBS UP TO X THE TXT.

TXTNG KILLS.

MAKE A PLEDGE NOT TO TEXT AND DRIVE.

FACEBOOK.COM/XTHETXTNI



GIVING BACK TO THE COMMUNITY

The Charities Committee was set up to raise awareness and funds for local and national charities. All funds raised are shared between local and national charities.

The Charity Committee meets on a regular basis, to respond to employee fundraising proposals, and encourage involvement in fundraising activities. They aim to organise at least one event every quarter and these include events such as:

- Coffee and Donut day to celebrate the 4th July
- Tour d'Allstate - a take on the famous Tour de France, only this is more a Tour de Belfast and the surrounding countryside
- Belfast Marathon
- Annual Football Tournament

SPORTS & SOCIAL COMMITTEE

The Sports & Social Committee organise events every month including the monthly Beer and Pizza evening which allows employees the opportunity to socialize and meet other people from other areas of the business. The S&S Committee also organize a well attended summer BBQ as well as trips to the cinema, theatre, concerts etc - all at discounted prices.

If you are interested in sport, why not join one of the following teams Golf, Indoor Hockey, Cricket, Gaelic Football, Football, Chess, Badminton, Softball, Go Club - a strategy board game, Cycling.

EMPLOYER OF CHOICE

Allstate NI's Work Life Balance programme has won the company multiple national and local awards. Championed by the senior management team, Allstate NI has promoted a comprehensive and innovative work life balance programme since 1999.

FLEXIBLE & CONDENSED WORKING HOURS

The introduction of flexible and condensed working hours appeals to employees as the hours conveniently fit to their lifestyle whether they are single or have family needs to consider. Allstate NI are also planning to introduce home working for eligible employees in the near future.

DUVET DAYS

Employees can have the luxury of 2 days in which they do not have to get advance approval for the leave and can essentially have two sporadic days off.

EMPLOYEE WELL BEING

Recently awarded the IIP Health and Wellbeing Award

- Lifestyle Evaluations by NI Chest Heart and Stroke
- Smoking Cessation Classes
- Pilates Classes
- Back Care Classes
- Financial Health checks - carried out by Money Advice Service
- Influenza Vaccination Programme
- Male and Female Cancer Awareness Sessions



A TASTE OF LIFE AT ALLSTATE NI

PEER TO PEER EMPLOYEE RECOGNITION

Allstate NI promotes a peer talent recognition programme designed to acknowledge and reward individuals for their special contributions to the success of the company and to encourage others to follow their example. The awards are all presented personally by the MD and the award details are displayed on a large plasma screen in the restaurant each month to showcase the team and individual talent.



Employees in Northern Ireland work towards the same objectives and strategic vision as their US counterparts. These are built on foundation of:

Engagement

Allstate NI continually strives through its principles of flexibility, work life balance and the societal nature of work to engage with its employees by creating a relaxed, yet hard working, independent culture.

Inclusion

The objective of the programme is to create workplace conditions in which all employees can feel appreciated, valued, engaged and motivated in the workplace. Core Inclusion Partners have been identified to drive the programme and have attended training seminars in the US.

Innovation

The innovation programme which has a defined process for harnessing, processing and promoting business solutions and generating new ideas and methods of working. Through the innovation programme all employees participate in innovation workshops.

DIVERSE WORKFORCE

ENVIRONMENT – PLATINUM STATUS ENVIRONMENT AWARD

The Environmental Committee and Finance Department measure results in relation to Car Sharing, Cycle to Work Programmes and electricity usage etc. ANI is committed to reducing its carbon footprint by moving at least 50% of its electricity needs to renewable sources of energy. In 2010 recycling efforts diverted 57 commercial (1100 Ltr) waste bins from landfill (see stats below), it is hoped to improve upon figures by 5% each year.

BRYSON HOUSE RECYCLING	2009	2010
Paper Recycling Sacks	317	324
Plastics Recycling Sacks	445	441
Cans Recycling Sacks	91	130

A sample of the Environmental Committee initiatives include:

- Energy Efficiency – lights are placed on timers to prevent waste of electricity overnight.
- Printers are set as default to double-sided printing.
- Recycling is actively encouraged through the provision of receptacles for plastic, aluminum and paper.
- Cycling to work and car sharing is encouraged by the company and since 2003, the company has dedicated bicycle racks in the adjacent multi-storey car park for usage by employees.
- The Committee hold awareness sessions and invite charities and environmental agencies into the offices over break times and lunch to provide information on how employees can live a more environmentally friendly lifestyle.
- Allstate NI partners with the ARENA Network, a company who provide guidance on business environmental initiatives and conduct an annual Environmental Management Survey.



A significant factor in the success of Allstate NI's unprecedented growth in Northern Ireland, by which it has grown to almost 1,900 professional IT employees in only eleven years, has been the company's ability to attract, retain and develop a diverse workforce. The definition of diversity is not restricted to representation of migrant workers, but extends to include a high representation of females in a male dominated industry, a high representation of disabled employees and a diverse age range which includes employees over the normal age of retirement.

Allstate NI's Diversity and Equality Programme has successfully integrated diversity into the organisational culture. It is not a singular programme but an ongoing, integrated corporate initiative that enhances the company's ability to attract, motivate and retain a diverse pool of high performing employees necessary for a successful business.

Allstate NI has developed a comprehensive programme to support the integration of migrant workers and their families into the company and into Northern Ireland society. This includes providing assistance with setting up a local bank account and a 1 day accompanied tour of Belfast providing directions to the office, local shops and amenities, emergency services etc. All of this is reinforced by the 'Allstate NI Welcome to Northern Ireland' booklet, which reiterates much of this information and provides local maps, details of restaurants, reliable taxi firm numbers etc. English Language classes are also available for employees who would like to improve their English.



Allstate®

Northern Ireland

There's a place for you here

Allstate Northern Ireland

Head Office
9 Lanyon Place
Belfast
BT1 3LZ
Northern Ireland

T. +44 (0) 28 9067 8000

Allstate Northland

Springtown Business Park
Office 2
Northland Road
L'Derry
BT48 0GY

Allstate Strabane

Orchard Road Industrial Estate
Strabane
BT82 9QR

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youtube.com/AllstateNI