



CANDIDATE PACK

Meet our CEO



"My mission is to help people with manageable health conditions everywhere stay healthy and well through the systematic review and distribution of digital health. People tell me we've achieved so much, but we're just scratching the surface. We are looking for people who share our passion and values to join us on this exciting growth journey.

Please take the time to read through this document and do your own research so that you understand the context within which we operate and you are able to shape some questions during your recruitment process.

Many thanks and good luck!"

Liz Ashall-Payne
Founder and CEO



Liz Ashall-Payne, a former speech and language therapist, built ORCHA with the objective that professionals and citizens should have access to health and care apps they can trust.

Since setting up ORCHA in 2015, Liz has secured country-wide deals in nine countries, including Ireland and Holland, as well as working with the NHS in over 50% of regions. ORCHA is already significantly reducing patients' need for drugs or further intervention. Liz's passion to help people live healthier lives convinced former Tesco boss, Sir Terry Leahy, to invest when ORCHA was just an idea.

VISION

That through ORCHA, the true power of digital health is realised, revolutionising healthcare and the lives of patients globally.

MISSION

To put the power of digital health, safely into the hands of everyone who needs it.

BIG HAIRY AUDACIOUS GOAL - BHAG

That every digital health choice is made with ORCHA.

BRAND PROMISE

We will fully lead and support you on your digital health journey and remove all the risk for you.

Our Values



Built on care

ORCHA's foundation is built on the principle of care for population and patient health and welfare.



We are thought leaders

We speak boldly and proudly and aren't afraid to challenge the status quo.



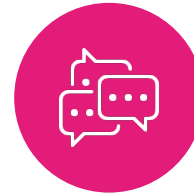
We are in this together

We provide you with the support and guidance to empower you on your digital health journey.



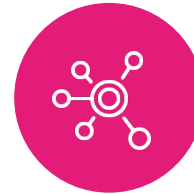
You can trust us

We are confident in what we do; we manage the risk for you.



Knowledge is power

We share our knowledge openly, with full transparency, to better the digital health sector.



Passionate pioneers

As world leaders in Digital Health compliance, we are dedicated to constant tech innovation.

A selection of our Customers



Awards



Winner of the Northern Power Women – 2022



LCR Tech Climbers 2021: ORCHA has been listed as an **LCR Tech Climber 2021**



2020 Global Excellence Awards: **Best Health Apps Evaluation & Comparison Services Provider**



ORCHA listed as number **6 out of 100** in Business Cloud's '100 HealthTech Pioneers', 2020



Business Culture Awards: **Highly Commended** in the Technology and Analytics category



Our Culture



- We are young but growing fast and you still have the chance to be one of the 'founding' team and join us for what we know will be a fantastic journey
- A supportive environment where you will receive great training, ongoing academic studies and access to highly skilled individuals who will nurture and support you as you grow.
- We offer fun, fast paced and challenge in equal measure and we demand a high level of energy, enthusiasm, and commitment in return



Our Benefits



- A competitive salary
- 25 days annual leave plus bank holidays
- Healthcare Cash Plan with Simply Health
- Life Assurance with Aviva
- Discounted Gym Membership
- Contributory pension scheme with Royal London
- Flexible hybrid working environment
- Employee assistance programme (EAP)
- Company laptop and home working set up
- Professional Development
- Team Days

We will also be adding to this list of benefits too!

Most importantly, the greatest benefit you'll see in joining us is that we are values driven, people orientation organisation with a strong culture.



Hiring Process



1. You've submitted your application, Once we receive your application via our career site, our Resourcing and Talent BP and the hiring manager will review your application.
2. We will email you to let you know within one week whether your application has been successful. We may also carry out a pre screening interview but will let you know in advance if we do.
3. If you are shortlisted, a member of our talent team will give you a call to discuss the interview times and answer any questions you may have about the role.
4. Don't forget to do your research - ahead of your interview, check out our website, watch our videos on our website and Youtube and see if we align with your values too - we're always impressed by candidates who have gone the extra mile.
5. Meeting with us (round 1) You'll usually meet with the hiring manager. We will spend time finding out more about you and all your relevant experience. We're keen to get to know you and give you a good idea of what it's like to work for us. At the same time, it's a great opportunity for you to ask any questions you may have for us!
6. Meeting with us (round 2) If your first interview is successful, we'll invite you to a second interview which will involve more in-depth conversations. We want you to meet additional partners across the business to make sure you are right for the team. Depending on the role there may be a task and presentation.
7. Great news, you made it! Welcome to the ORCHA!

Team Time

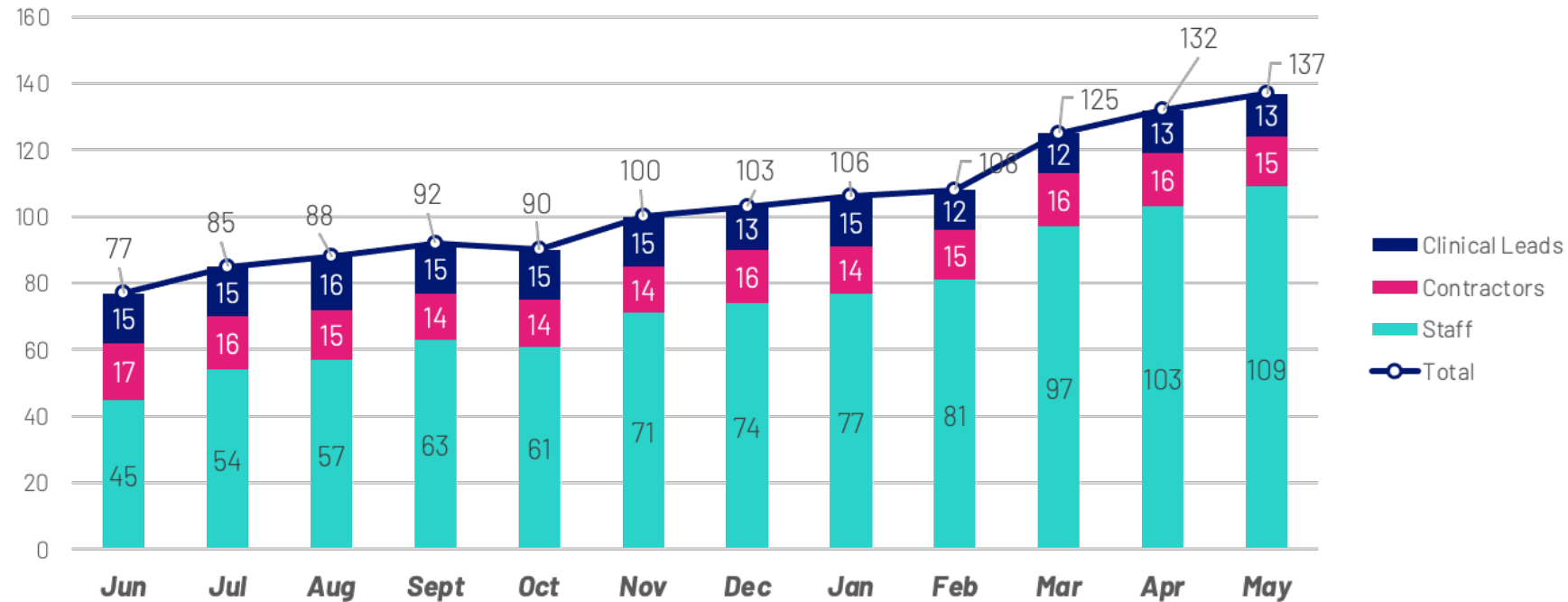


At ORCHA we love getting all our Teams together once a quarter, here are some pictures below of our great team away day.

We value our time together and so our team away days are a great opportunity to re-energise, celebrate success and have lots of fun!



Our Growth



We have used our investment to grow our teams, below are a few examples:

- We've almost doubled as a business within the last year, even during a global pandemic!
- We have doubled the size of our Assessment Team in the last year
- 13 new members to our Development Team in the last 9 months
- 3 new members to our People Team

We continue to grow and invest in our teams and this is a great time to apply and join ORCHA.

Survey Results *April 2022*



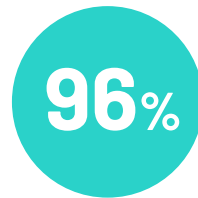
In April 2022, we conducted a staff survey where we achieved a response rate of **96%**

From our survey, here's the key headlines taken from the survey and our next slide shows the comments:

Of our staff:



felt excited about where this organisation is going



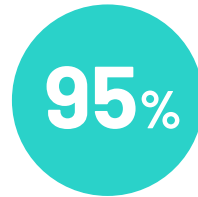
feel inspired by our CEO and Executive Leadership Team (ELT)



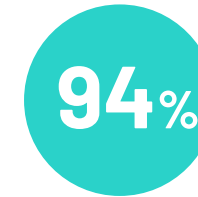
felt that the wider team care and support each other



felt that their managers care about them as individuals



felt they had supportive managers



felt that we run this organisation on strong values and principles

What makes ORCHA a great place to work?



The comments below are taken from the survey when we asked our teams what makes ORCHA a great place to work:

I feel respected for the work I do and as a person. There doesn't feel like there is a hierarchy - everyone is equal.

Good overall mission and industry.
Friendly and interesting people.
Never a boring day.

The culture, the vibe, the people, the happiness level! And Liz and Tim are both truly authentic leaders. Very real, honest and lovely. It's amazing to be in an organisation that is moving so fast but ensuring it's fun as we go. Well done for making it such a great place :)

Strong leadership and management styles. Lots of investment in having a strong team.

Community spirit, teamwork and opportunity for being innovative. Teams are supportive of each other and everyone is very welcoming to new employees.

Genuinely nice people, with a strong emphasis on a positive culture. The job is interesting and we are doing something positive for a very good cause.

Why choose ORCHA?

Our employees have rated us a 4.9 out 5.

Check out our Glassdoor profile [here](#) and read reviews from our employees.

Our People Team



Andrea Adams

Resourcing and
Talent Partner



**Bethan Lloyd-
Williams**

People Business
Partner



Nita Parmar

Head of People



Phil Iddon

Learning and
Development Partner

Thank you

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