



CAREERS AT CIRRUS RESEARCH

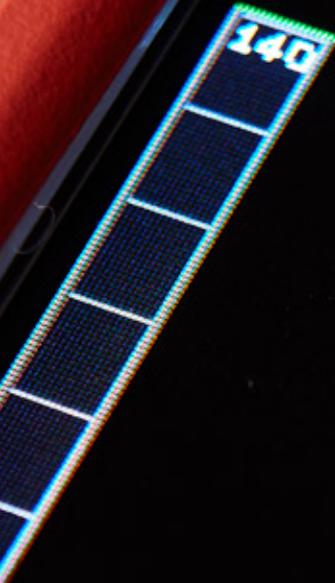
WORKING WITH THE
NOISE EXPERTS

 Cirrus

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EMBARKING ON A CAREER AT CIRRUS RESEARCH

As you're considering a career at Cirrus Research, I'd like to give you an introduction to who we are, what we do and what you can expect should you join us.

Throughout this brochure you'll find details of what we do, why we do it and how working at Cirrus Research can give you fantastic opportunities to grow, both professionally and personally.

The world of noise measurement instrumentation may appear, from the outside, to be quite a small one: but that's not the case.

Noise is everywhere and the number of different markets and countries that we sell to is growing.

Throughout our history, we've created some truly ground-breaking designs that have changed the way our customers use noise measurement instrumentation, as well as influencing the global market.

The doseBadge noise dosimeter, which you may have already come across, is just one example of where a different approach or a different mindset

produced a unique product that enabled our customers to meet the challenges of measuring noise in the workplace, keeping them and their hearing safe.

If you join the Cirrus Research team, you'll be entering into an exciting environment where we thrive on innovation, ideas and the principles of working as a team.

We are proud to be a UK manufacturer, something that very few of our competitors can do. We're equally proud to be able to live and work in such a fantastic location, surrounded by beautiful countryside, the Yorkshire Coast and a number of lively and growing towns and cities.

Please read the information in this brochure that will give you an overview of what you can expect - feel free to ask any questions you may have.

Daren Wallis
Group CEO

Daren S. Wallis





WHO WE ARE THE NOISE EXPERTS

In short: we design, develop and manufacture acoustic measurement instrumentation for health and safety and environmental applications. We constantly invest in product development as we believe innovation is the key to future success. This is why our Research and Development department is the largest in the company.

We market and distribute our products into many markets across the world. We focus specifically on the noise nuisance, occupational health and environmental noise monitoring markets.

As well as excelling in product innovation, we constantly review all our deliverables and services to ensure we have the best offering on the market. This is all done on a global scale through a mix of direct sales to end-users, the sale of our products by other brands (OEM), international distributors, and tender opportunities. Selling globally means there's always plenty of opportunity to travel and see the world.

Here's just some of the things that set us apart from our competition:

- Our 15-year unconditional warranty, which includes accidental damage cover
- Licence-free software and mobile apps for all products
- We manufacture our own microphones on-site at our headquarters in the UK
- Everything is made in the UK and we maintain full control over our whole supply chain
- We grow organically and therefore have zero borrowings



OUR MISSION

PREVENTING AND ERADICATING NOISE-INDUCED HEARING LOSS AND ENVIRONMENTAL NOISE POLLUTION.

Cirrus Research is dedicated to the prevention and eradication of noise-induced hearing loss and environmental noise pollution. We achieve this by developing and supplying high-quality, simple-to-use and accurate acoustic measurement instrumentation and complementary products and services, that make the measurement of noise, vibration and other environmental conditions as easy and accessible as possible to individuals and organisations worldwide. We will always conduct ourselves in a professional manner, adhere to all relevant international acoustic regulations and standards, and drive positive change in the industry wherever necessary.



CIRRUS RESEARCH CULTURE

Having a creative and positive culture is important for any growing business and Cirrus Research is no different. As a family-run business, we offer a warm and welcoming place to work and develop your career. We actively promote our five-point culture, ensuring that the customer is at the centre of everything we do.

INNOVATION

If there's a better way, we'll find it.

RESOURCEFULNESS

We'll overcome the obstacles.

CUSTOMER-FOCUS

We always ask how it benefits the customer

RESPONSIBILITY

We're all responsible for our actions.

COLLABORATION

We work hard to work together.

Underpinning our culture and our values is our esprit de corps, which is simply:

BE BETTER.





AWARDS & ACCREDITATIONS

As to be expected from a manufacturing company, we have a range of accreditations and professional memberships, including ISO 9001 and UKAS. The quality of the products and services that we offer to our customers, as well as the environmental impact of our business, is at the forefront of everything that we do. Maintaining these rigorous standards informs how we conduct ourselves day-to-day.

We always working to the latest versions of these standards, ensuring we meet the needs of our customers, both now and in the future.

Cirrus Research is well-represented within the national body for our industry, the Institute of Acoustics (IOA), with committee members in the Measurement and Instrumentation Group. Additionally, we have representatives in the British Standards Institute (BSI) and International Electrotechnical Commission (IEC) groups for electro-acoustic standards.

The company is also a Founding Key Sponsor of the IOA and sponsors the Institute of Acoustics' Young Acoustician Award.



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CIRRUS RESEARCH SUCCESS STORIES



JONATHAN PHILLIPS

Export Sales Manager

Joined: 2006

I started working with Cirrus Research in 2006, so I'm one of the longest-serving members of the team! During my time with the company, I've been able to put my language skills to use in a way I never thought possible. I've had the privilege of travelling around the world and meeting new people working on exciting projects in Australia, China, South Africa, South America and the United States.



CLARKE ROBERTS

Senior Marketing Executive

Joined: 2018

I joined Cirrus Research in 2018 as a Content Writer, relatively new to the world of marketing. In my time with the business, I've had the opportunity to travel to Germany and represent Cirrus Research at trade shows around the UK. The business has supported my professional development by putting me through my CIM Level 6 Diploma in Professional Marketing, and I'm now taking an active role in leading our marketing efforts in Germany.



HAYLEIGH SYKES

Technical Customer Support

Joined: 2019

I joined Cirrus Research in 2019 as Technical Customer Support, which was a challenging role to take on. With the support of all my colleagues, I have been able to gain a wealth of experience and knowledge, which allows me to support our customers more effectively. Not long after starting my role, I was welcomed into the Service & Calibration department to grow my knowledge, which has been fundamental in allowing me to develop and grow the support desk to what it is today. I feel proud to be the first point of contact for our customers, and proud to be a part of such a supportive company that sees the full potential of all its employees.





CIRRUS RESEARCH ORGANISATIONAL CHART

Established in 1970, Cirrus Research started life as a limited company that sold primarily within the UK. Fast-forward more than 50 years, and it has expanded its operation worldwide, serving customers across six continents and more than 100 countries.

Cirrus Research is made up of three companies, each of which is supported by its own sales, calibration and product despatch teams. The three companies are then supported by our UK-based marketing, finance and HR, customer technical support, research and development, and production teams.

In addition to the three Cirrus Research brands, we also work closely with a number of international distribution partners and resellers, helping us to reach more people and help them protect others and the environment from the dangers of excessive noise and vibration.

In a nutshell, the three Cirrus Research brands are as follows:



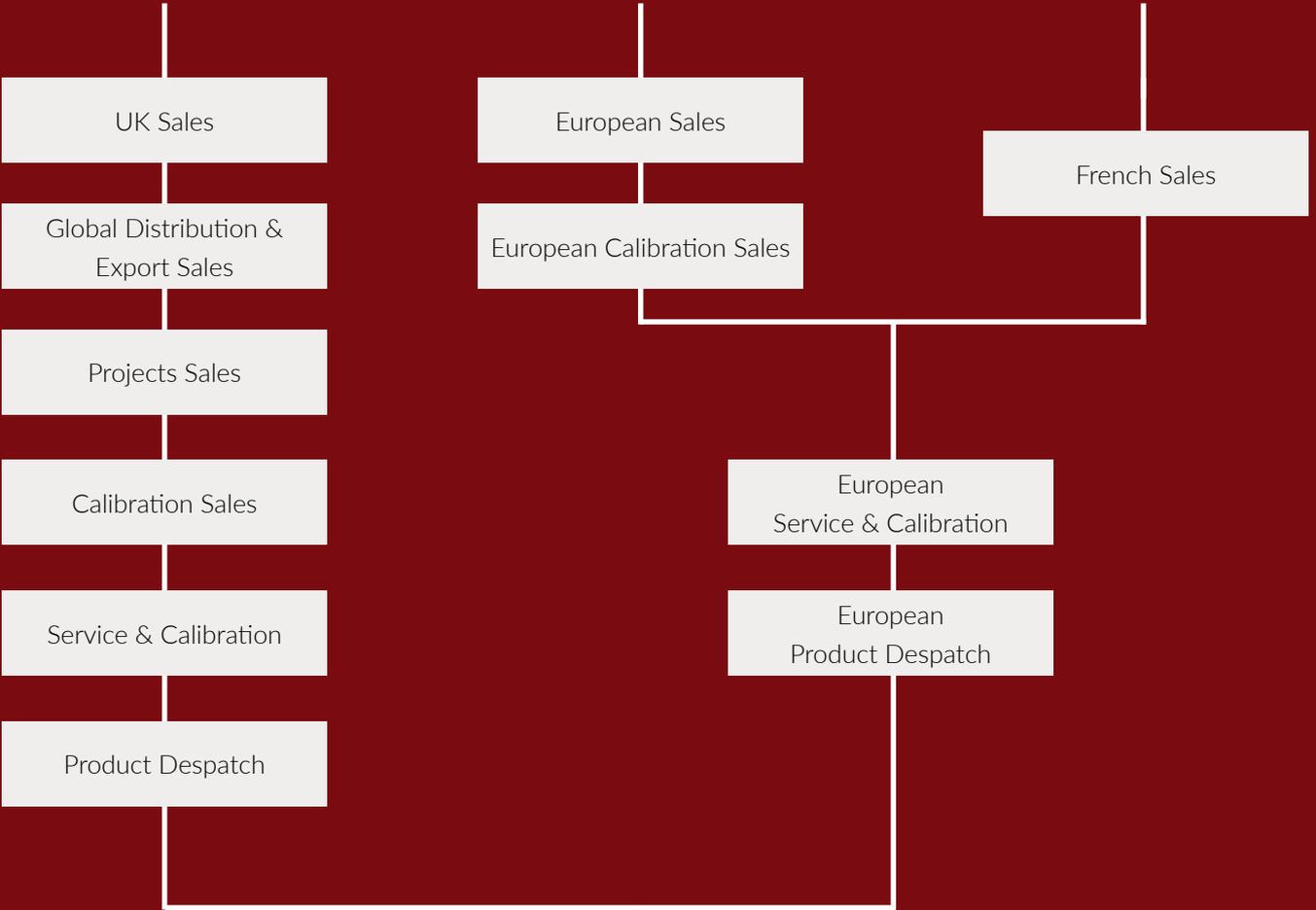
Responsible for all UK and non-European international business. Based at Cirrus Research HQ in Hunmanby, United Kingdom.



Responsible for all European business, excluding France. Based in Frankfurt, Germany.



Responsible for all French business. Based in Lille, France.



Senior Management & Leadership Team



EMPLOYEE BENEFITS WHAT TO EXPECT FROM US

Cirrus Research offers incentives, as well as a warm, welcoming and supportive place to work and develop your career, while striking the right work-life balance.

- Company pension contributions - Cirrus Research will match voluntary contributions up to 3%
- Medical cover via Health Shield, offering discounted cover for you and your family
- 23 days' annual leave, rising to 25 in 2023
- Death in Service cover – 2x salary for team members and 3x salary for managers
- Support for training and professional development
- Discounted membership at Hunmanby Leisure Centre including gym, golf and sports hall
- Employee-managed social club events
- Free fruit and refreshments, including a barista-quality coffee machine
- Free on-site car parking
- On-site kitchen with full facilities

In addition to the above perks, Cirrus Research provides opportunities for all members of our teams to offer ideas and feedback through employee forums, such as the Sustainability Action Group.

A photograph showing two men sitting at a long wooden table in a meeting room. The man on the left is younger, wearing a light blue shirt, and is smiling. The man on the right is older, has a white beard, and is wearing a white shirt. They are both looking towards each other. The background is a red wall with a television mounted on it.

INDUCTION PROCESS & MENTORING

Getting you up to speed quickly is essential to ensuring your success

Your first day will involve spending some time with the Group CEO, who will give you an overview of Cirrus Research and provide you with the opportunity to ask anything, no matter how big or small. You will also be assigned a mentor, which will usually be someone from within your department, who will show you around and help you to settle in.

You will also have an opportunity to meet every department and learn about what they do and their role within the Cirrus Research group. We will also set you up with access to all the relevant training you will need to excel in your role. We understand that while starting a new job is exciting, it can also be quite daunting, which is why your induction is broken down into bite-sized chunks that can be undertaken at your own pace.





CONSTANT LEARNING

We're a forward-thinking company that seeks to inspire its team to grow and develop, and this is encouraged at every level.

We firmly believe in training and personal development and will support any goals you may have to further your knowledge and skillset. We work with a number of external training providers, including Cranfield University, Dale Carnegie, the Chartered Institute of Marketing, and the Institute of Acoustics. Many members of our team have achieved internationally recognised professional qualifications during their time with us.

We also have a business book library, which everyone is free to make use of in order to further their own learning.

Training and professional development is not limited to just business and skills. We encourage everyone to keep up-to-date with developments relevant to their area of the business by attending conferences, seminars, webinars, and exhibitions.

We have faith in the strength of our people, and you will be encouraged to share your knowledge with your colleagues whenever the opportunity arises.



SOCIAL CONSCIENCE

Throughout the year, we undertake fundraising activities through different charitable organisations and events.

We donate the funds that we raise to one of our nominated charities, either Hearing Dogs for Deaf People, who provide assistance dogs to those with hearing impairment across the UK, or Saint Catherine's Hospice, which provides end-of-life care and support to patients and their families in the local area.





WORKING AND LIVING IN NORTH YORKSHIRE

Working and living in North Yorkshire or on the Yorkshire Coast offers many opportunities, from exploring historic towns and villages to visiting award-winning attractions and everything in between. The following pages will give you a snapshot of what this wonderful corner of the world has to offer.



THE YORKSHIRE COAST A COASTLINE OF CONTRAST

Stretching from Spurn Point to the south up to Saltburn-by-the-Sea in the north, this unique stretch of coastline boasts a string of gorgeous and very different seaside towns and villages.

With its towering cliffs, rocky shores and sandy beaches, North Yorkshire offers some of the UK's most spectacular and inspiring coastline. The remarkable concentration of dinosaur footprints and fossils found locally has caused the area to become known as the Dinosaur Coast.

To the north of Scarborough is the historic fishing town of Whitby, home to some exceptional seafood restaurants and famed for its Benedictine Abbey as the setting for Bram Stoker's *Dracula*, as well as as the home of Captain Cook and his ship, *Endeavour*. To the south is Filey, a friendly seaside town with some elegant Edwardian and Victorian architecture, tranquil gardens and five miles of sandy beach.

The Yorkshire Coast is the best place to observe sea birds in England. RSPB Bempton Cliffs is home to one of the UK's top wildlife spectacles and the most accessible seabird colony in the UK, with more than a quarter-of-a-million seabirds swooping, soaring and screeching around towering chalk cliffs.

Marked by a stretch of rugged white cliffs surrounding a small village, Flamborough Head is an outdoor lover's paradise. The coastline is a great base for bird watching, hiking along windswept paths and sea-canoeing around the bay. With a scenic nature reserve and two ancient lighthouses nearby, this special area of conservation is a haven for anyone looking to explore the Yorkshire Coast at its most wild and untamed.

The region also offers endless outdoor activities, such as:

- Surfing
- Sailing
- Paddle Boarding
- Canoeing
- Paragliding
- Walking
- Climbing
- Diving
- Mountain Biking
- Off-Roading
- Golf



THE NORTH YORK MOORS COASTLINE & COUNTRY

Along the coast, narrow ravines shelter winsome fishing villages; further inland lies the breathtaking heather-clad expanse of the North York Moors National Park.

Some of Yorkshire's best-loved villages fall within the boundaries of this most special of locations.

Stretching from above Scarborough in the south, to just beyond Staithes in the north, and inland to Helmsley, Osmotherley and Kilburn, the National Park's many treasures include, on the Heritage Coast, Ravenscar, Robin Hood's Bay, Sandsend and Runswick Bay; and inland, gorgeous moorland villages such as Rosedale Abbey, Lealholm, Hutton le Hole and Danby, all scattered with spectacular and world-known heritage sites, including the Abbeys at Rievaulx and Byland, and Helmsley Castle.

The National Park is home to one of the world's most popular heritage railways, running between Pickering and Whitby. Sandwiched between beautiful moorland and the North Sea is a very special 26-mile strip of heritage coastline, brimming with mini adventures and maritime curiosities.

The picturesque fishing villages between Saltburn and Cloughton are all part of the North York Moors National Park and have a quirky, independent charm of their own.

With winding streets and tiny cottages, each one has its own tale to tell, from smuggling and artisan communities to pioneering high seas adventurers.

It's also dinosaur country. The unspoilt coastline has footprints and fossils from the Jurassic Age in the cliffs and rocks at the water's edge. Towering sea cliffs tumble down to beautiful sandy beaches and sheltered coves.

Dalby Forest is situated on the southern slopes of the North York Moors National Park. The southern part of the forest is divided by a number of valleys creating a 'Rigg and Dale' landscape whilst to the north the forest sits on the upland plateau.

The National Park and Dalby Forest offer a range of hiking and mountain bike trails, as well as Go Ape.



SCARBOROUGH

Scarborough is a destination that has attracted visitors from near and far for over 400 years.

Overlooked by a hilltop medieval castle dating from the 1150s, Scarborough became well known as a spa town and Britain's first seaside resort in the 17th Century.

Despite its rich history, Scarborough doesn't live in the past and is the ideal place to live, work and study today.

The town is constantly innovating and was judged to be the 'most creative and inspiring entrepreneurship initiative in Europe' at the European Enterprise Awards (2009).

Scarborough has a long history of engineering and manufacturing. These sectors currently account for more than 15% of the town's economic activity.

As the largest town on the Yorkshire coast, Scarborough acts as a cultural hub for the area. There's a lively local music scene and the Open Air Theatre attracts worldwide musicians. The biggest names in comedy can be seen at the Spa Complex, and there are numerous festivals throughout the year.

Outstanding drama is housed at the renowned Stephen Joseph Theatre – noted for hosting world premieres of

Alan Ayckbourn's award-winning plays.

Food-and-drink-wise, the town is packed with independent restaurants, brewpubs, bars and delis.

Scarborough has a strong sporting heritage, showcased with a world-famous annual cricket festival that has been taking place since 1876.

As in many seaside resorts, outdoor sports and entertainment are flourishing in Scarborough. The Tour de Yorkshire, the successor to the county's phenomenally successful staging of the 2013 Tour de France opening leg, brings the world's top cyclists to the town.

2016 saw the opening of Alpamare's new £15 million waterpark as part of the continuing redevelopment of North Bay.

The Scarborough Leisure Village is home to an eight-lane Olympic Legacy swimming pool, a four-court sports hall, 60-station fitness suite and more. It's also home to Scarborough Athletic Football Club.



TRANSPORT LINKS

As North Yorkshire and the wider region continue to grow, you will be pleased to know that our transport and infrastructure links are being continually developed and upgraded.

RAIL

Scarborough's rail network provides easy access to York, Hull, Manchester and Liverpool - all of which offer connections to every part of the country.

It's recently been announced that Scarborough's rail network will see more investment in order to increase capacity and provide a better service for passengers.

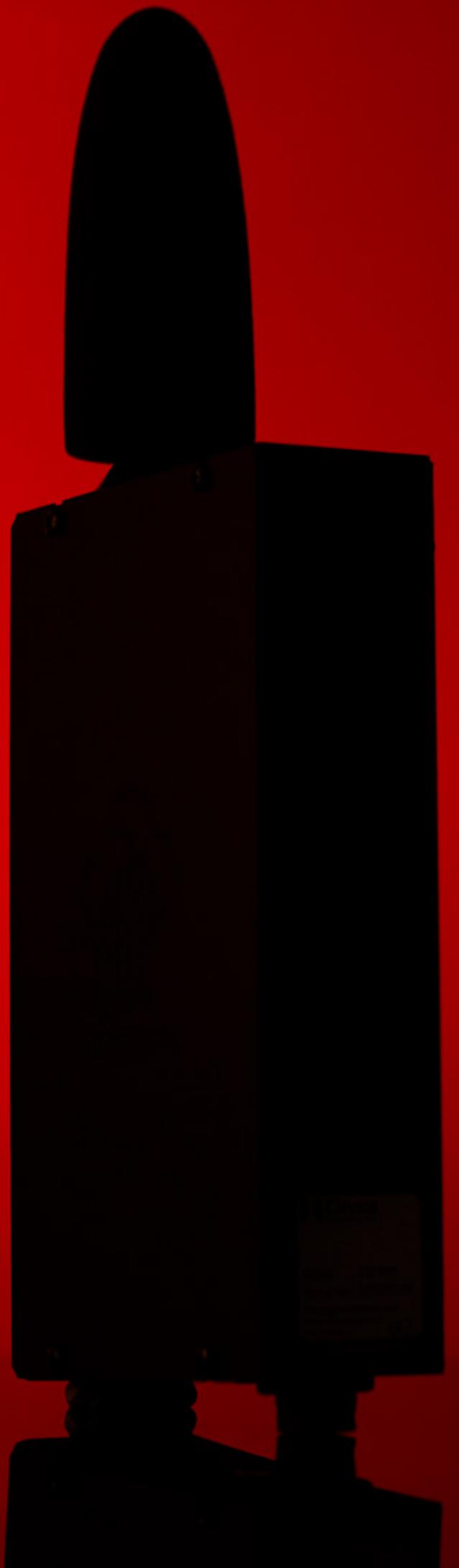
Cirrus Research's Head Office in Hunmanby is accessible by rail directly from Scarborough, Filey, Bridlington, Driffield, Beverly, Cottingham, Hull and Sheffield.

ROADS

The A64 is a major road in North and West Yorkshire, which links together Leeds, York and Scarborough.

The A64 starts as the A64(M) ring road motorway in Leeds, then towards York it becomes a high-quality dual carriageway until it is east of York, where it becomes a combination of dual and single carriageway for the remainder of its route to Scarborough.

There are proposals in place to make the entire section of the A64 between York and Scarborough a dual carriageway.





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A JOURNEY OF A THOUSAND MILES BEGINS WITH A SINGLE STEP

As you will have seen from this brochure, there are many benefits to embarking on a career at Cirrus Research, as well as working and living in North Yorkshire.

Please don't hesitate to contact me if you have any questions about a career at Cirrus Research.

Daren Wallis
Group CEO

Daren S. Wallis

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