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About Us

Discover Who We Are and What Drives Us

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Our Mission

Our mission is to innovate, lead, and grow. We aim to deliver exceptional products and services that exceed expectations while building strong connections with our customers and fostering a collaborative, dynamic environment for our employees.

Our Values

We believe in integrity, innovation, and excellence in everything we do. Our core values shape the way we operate, interact with our customers, and support our team. These values guide our decisions and drive our success.

Overview

We are dedicated to pushing boundaries and setting new standards in our industry. With a focus on delivering high-quality products and services, we pride ourselves on staying ahead of market trends while maintaining a strong commitment to our customers and employees. Our team of skilled professionals works passionately to turn challenges into opportunities and ensure that we continue to thrive.

Company Facts

- Founded: 1994
- Global Offices: 12
- Employees: 1000+
- Countries Served: 10
- Annual Revenue: £20,000,000

Our Employee Standards

We hold ourselves to high standards in professionalism, collaboration, and growth. We encourage a culture of continuous improvement where employees are empowered to innovate, contribute ideas, and take ownership of their work. Each member of our team is expected to uphold integrity, respect diversity, and work with a sense of responsibility and purpose.

Our Relationship with customers

Our customers are at the heart of everything we do. We strive to create lasting relationships based on trust, transparency, and delivering value. By listening to their needs and understanding their challenges, we ensure that our products and services provide meaningful solutions. Our goal is to not only meet but exceed customer expectations.

Our History

Founded in 1994, we began as a small startup with a vision to disrupt the industry. Over the years, we've grown into a global leader, continuously evolving to meet the changing needs of the market. With a legacy of innovation and a commitment to excellence, we have remained at the forefront of our industry, building on our past successes to shape a bright future.

Our Key Value

At our core, integrity is the most important value that drives us. Integrity shapes how we approach business, how we treat our employees, and how we engage with our customers. By being honest, transparent, and reliable, we build trust and create a solid foundation for growth and success.

Our Core Values

<h4>Integrity</h4> <p>We act with honesty and transparency in all we do.</p>	<h4>Innovation</h4> <p>We continuously seek new ways to solve problems and improve.</p>	<h4>Customer Focus</h4> <p>We prioritise the needs and satisfaction of our customers.</p>
<h4>Collaboration</h4> <p>We believe in the power of teamwork and open communication.</p>	<h4>Accountability</h4> <p>We take responsibility for our actions and their impact.</p>	<h4>Excellence</h4> <p>We strive for the highest quality in everything we deliver.</p>

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Our Employee Benefits

We're committed to supporting the well-being, growth, and work-life balance of our employees. To help you make the most of your time here, we've curated a comprehensive range of benefits. Below, you'll find details on the key benefits available, what's included, and how to apply.



Our Employee Benefits practice is designed to meet the needs of our clients throughout the entire employee lifecycle, from attraction to retention and everything in between. Our team assists clients in staying informed about workforce trends, policies, and analytics, while fostering an optimal environment for employees to thrive.

Overview of benefits

- Health & Wellness Program
- Retirement Savings Plan
- Paid Time Off & Holidays
- Professional Development Fund
- Commuter Benefits
- Family Leave & Support

Core Services

Health & Wellness Program

Our Health & Wellness Program is designed to help you stay fit, healthy, and balanced both inside and outside the office. This benefit includes access to various health resources, fitness programs, and mental health support.

Requirements To Apply
Available to all full-time employees after 30 days of employment.

- Comprehensive medical, dental, and vision insurance plans
- Access to a free onsite or partnered gym
- Monthly wellness workshops, including yoga and meditation
- Mental health support with free counseling sessions

Apply Now

Retirement Savings Plan

Plan for your future with our Retirement Savings Plan. This program allows you to build your retirement fund while benefiting from employer contributions and tax advantages.

Requirements to Apply:
All full-time employees can enroll upon hiring; part-time employees are eligible after one year of employment.

- 401(k) plan with company matching up to 5%
- Financial planning services and retirement workshops
- Option for pre-tax or Roth contributions
- Automatic enrollment after 90 days of employment

Apply Now

Paid Time Off (PTO) & Holidays

We believe in the importance of taking time off to recharge. Our PTO package is generous, ensuring you have the time to focus on personal life, travel, or simply rest.

Requirements to Apply:
Available to all full-time and part-time employees after 30 days of employment.

- 20 days of paid vacation annually
- 10 paid company holidays per year
- 5 days of paid sick leave
- Option to carry over unused PTO into the next year

Apply Now

Professional Development Fund

We encourage lifelong learning and professional growth. Through our Professional Development Fund, employees can access training, certifications, and educational resources to enhance their careers.

Requirements to Apply:
Available to full-time employees after six months of employment.

- Annual fund of up to \$2,000 for courses, certifications, and seminars
- Access to internal mentorship and leadership development programs
- Free subscriptions to professional development platforms
- Paid time off to attend approved conferences and workshops

Apply Now

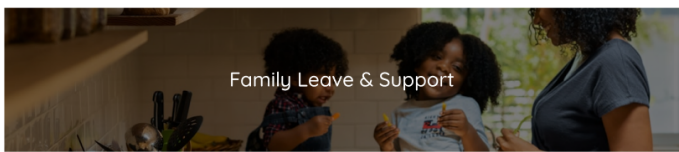
Commuter Benefits

Getting to and from work should be easy and affordable. Our Commuter Benefits Program provides financial support to employees who use public transportation, bike, or drive to work.

Requirements to Apply:
Available to all employees from the start of employment.

- Monthly transit passes or reimbursement for public transportation costs
- Pre-tax savings for parking expenses
- Bike-to-work incentives, including on-site bike storage
- Subsidized carpool programs and discounts on ride-sharing services

Apply Now



We understand the importance of family and offer comprehensive leave and support programs to help you balance your career and family life, whether for the birth of a child or caring for a loved one.

Requirements to Apply:
Full-time employees are eligible after one year of employment.

- 12 weeks of paid parental leave (maternity, paternity, adoption)
- Flexible return-to-work options, including remote work or reduced hours
- Childcare assistance with access to a childcare savings plan
- Paid time off for family caregiving or emergencies

Apply Now

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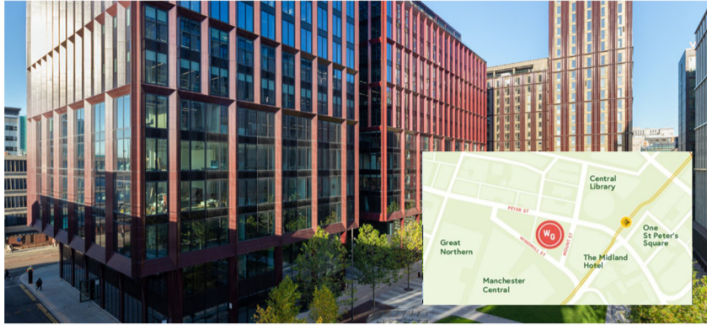


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Robert Anderson Last Updated: 7/26/2024, 1:22:45 PM 2 minute read

Our Texas Office



Address

5th Floor, 24 Mount St, Manchester M2 3NX, UK

Location

Portland Street is on the corner of Windmill Street and Mount Street with the revolving door main entrance on Mount Street.

info@interactsoftware.com +447712527388

Accessing the office

Prerequisites

To get an office access card, please get in touch with HR team Victoria Smith or Lucie Jennings. In case the HR team is unavailable you can contact: Ivan Brachov or Daniel Jadin, as they are in contact with Mindspace. Otherwise, you can request a temporary card from Skyliner reception, as per below. You may also need to install the app Salto KS if you will be the first / last to access the office, as you will need to unlock / lock the door. Here are the links to install it.



Flexible Seating Plan

Our office operates with a flexible seating plan to accommodate the dynamic and collaborative nature of our work environment. Employees are free to choose their workspace each day based on their tasks and team needs. This system encourages collaboration, fosters creativity, and allows for greater flexibility. We provide a variety of workspaces to suit different working styles.

Meeting Room Requests

When requesting a meeting room, please utilize the company's online booking system to check for availability and reserve the space. Be sure to include the date, time, and duration of the meeting, as well as the number of attendees, to ensure the room meets your needs. If you require any special equipment or setup, please indicate this in your request.



Health and Safety



Health and Safety Policy

A comprehensive guide to maintaining a safe and healthy work environment, ensuring the well-being of all employees.



General Office Safety

Designed to provide essential guidelines and procedures to prevent accidents and promote a secure and hazard-free office environment

Don't forget to Connect!



For any other questions related to the Manchester Office, please contact our HR team, either Victoria Smith or Lucie Jennings.

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Josh Ferguson Last Updated: 9/18/2024, 8:58:36 AM 3 minute read

Department Directory

12 Discover the Teams Driving Our Success

8



Page Overview

Welcome to the Department Directory! This page serves as your comprehensive guide to the various departments within our organization. Each department plays a crucial role in our overall success, contributing unique expertise and support to help us achieve our goals. Here, you'll find brief descriptions of each department, providing insights into their functions and how they contribute to the company's mission.

Explore the departments to understand how our teams are structured and where to direct your questions or collaboration efforts.



Strategy & Operations

The Strategy & Operations department focuses on developing and executing strategic initiatives that drive business growth. They work closely with all teams to ensure efficient operations and alignment with the company's long-term goals.

More details +

Visit



Human Resources

The Human Resources team is dedicated to supporting employees throughout their journey with the company. They handle recruitment, onboarding, employee relations, benefits administration, and professional development.

More details +

Visit



Marketing & Communications

This department manages our brand presence and communications strategy. They are responsible for marketing campaigns, public relations, internal communications, and digital media to enhance the company's image and reach.

More details +

Visit



Product Development

The Product Development team is responsible for designing, creating, and refining our products and services. They collaborate closely with other departments to ensure that new offerings meet market demands and company standards.

More details +

Visit



Finance & Accounting

Finance & Accounting oversees the company's financial health, including budgeting, forecasting, financial reporting, and compliance. They manage financial operations to ensure accuracy and support strategic decision-making.

More details +

Visit



IT & Support Services

The IT & Support Services team ensures that all technological systems and infrastructure run smoothly. They provide technical support, manage IT projects, and maintain cybersecurity to support daily operations and long-term technology goals.

More details +

Visit

Main Contacts

For more detailed information or to get in touch with any of these departments, please visit the respective department pages or contact the department leads directly.



Julia Ford

Strategy & Operations

Senior Management
United States



Joanne Arrowsmith

Human Resources

Senior Management
United States



Alex Lewis

Marketing & Communications

Senior Management
United States



Tom Jones

Product Development

Senior Management
United States



Katie Burns

Finance & Accounting

Senior Management
United States



Heather Lerner

IT & Support Services

Senior Management
United States

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Josh Ferguson VP Communications · Senior Management · United States

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Julia Ford
Last Updated: 9/18/2024, 9:14:01 AM · 2 minute read

2 Our Marketing Team

31 A brief introduction to our Marketing Team

22



Welcome to our Marketing Department, the vibrant hub of creativity, strategy, and innovation that drives our organisation's success. Situated at the heart of our company, the Marketing Department is dedicated to shaping our brand, connecting with customers, and achieving strategic goals through dynamic marketing efforts.

Our Mission

Our mission is to lead market trends, craft engaging narratives, and implement impactful marketing strategies that elevate our organization. We are dedicated to achieving outstanding results, building brand loyalty, and connecting with our target audience in meaningful and lasting ways.

Key roles of our Department

- Research and Analysis
- Strategic Planning
- Brand Management

Gathering and analysing data on customer behaviour, market trends, and competitors to identify opportunities and threats.
Conducting market research surveys, focus groups, and data analysis to understand customer preferences and needs.
Monitoring industry developments and staying informed about changes in consumer behavior to adapt marketing strategies accordingly.

Department Leads



Kate Dodds
Creative Director
Marketing - Manchester



Paul Anderson
COM
Marketing - Manchester

Meet the Team



Faye Jones
Lead Designer
Marketing - Manchester



Jack Hunter
Social Media Manager
Marketing - Manchester



David Wyll
Events Manager
Marketing - Manchester

[View all](#)

Where to find us

You can find us on the second floor of the Manchester Office, 98 King St, Manchester, M2 4WU



[View office page](#)

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VP Communications, Senior Management, United States, Interact

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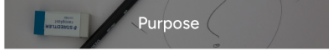
Julia Ford
Last Updated: 9/18/2024, 9:09:33 AM · 2 minute read

9 Company Policy Overview

19 Guiding Principles for a Successful Workplace

12 Overview

Welcome to the Company Policies page. Here, you'll find essential information about the key policies that guide our workplace practices and ensure a fair, safe, and productive environment for all employees. Our policies are designed to align with our company values, legal requirements, and best practices, helping us maintain consistency and clarity in our operations.



Purpose

Our purpose is to establish clear guidelines that foster a positive work environment, ensure compliance with legal standards, and support our organizational goals. These policies are intended to protect both the company and its employees, creating a foundation for a respectful and efficient workplace.



Importance

Effective policies are crucial for maintaining consistency, ensuring fairness, and protecting the rights of all employees. They provide clear expectations, help mitigate risks, and support a positive and productive work environment.

Code of Conduct

Our Code of Conduct outlines the expected behaviors and ethical standards for all employees. It ensures that everyone adheres to professional conduct, respects colleagues, and upholds the company's values in all interactions.

Show More...



Anti-Harassment and Anti-Discrimination

This policy prohibits all forms of harassment and discrimination in the workplace. It provides a framework for reporting, addressing, and resolving issues related to unfair treatment or offensive behavior, ensuring a safe and inclusive environment for everyone.

Show More...



Remote Work Policy

The Remote Work Policy sets guidelines for employees who work from locations outside the office. It covers eligibility, expectations for productivity and communication, and the provision of necessary tools and resources to ensure effective remote work arrangements.

Show More...



Data Protection and Privacy

This policy outlines our commitment to safeguarding sensitive information and ensuring compliance with data protection laws. It includes practices for handling, storing, and sharing personal and company data to protect privacy and prevent data breaches.

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For more detailed information on each policy, please refer to the full policy documents available on our internal portal or contact the HR department for assistance.

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Last Updated: 9/18/2024, 8:24:00 AM 2 minute read



News Roundup - September 2024

Your Monthly Update from Across the Company

What you may have missed

Here you'll find updates on our most recent activities, announcements, and initiatives from across the company. Whether you're looking for highlights from our latest projects or insights into upcoming events, we've got you covered.

We encourage you to stay connected and informed about what's happening across teams and offices. Dive into our latest news, and don't forget to check out the important company update at the end for a significant development.



Team Collaboration Drives Success in Project Apex

Our Strategy & Operations team recently completed *Project Apex*, a major initiative focused on streamlining internal workflows. This ambitious effort, led by senior managers, was completed two weeks ahead of schedule, thanks to seamless collaboration between departments.

[View More](#)



Office Expansion in Clearwater

Big news for our Florida team! We're thrilled to announce the opening of a new office in Clearwater. This modern, state-of-the-art workspace includes open collaboration zones, quiet workstations, and an expansive rooftop patio for team events.

[Read more >](#)



Launch of Our Development Program

We're excited to introduce *Elevate*, our new company-wide Learning & Development initiative. The program offers a range of resources to help employees sharpen their skills, including interactive workshops, online training modules, and personalized mentorship.

[Read more >](#)



Sustainability Initiatives Gain Momentum

Our Green Committee has been hard at work rolling out new sustainability efforts across our global offices. From reducing single-use plastics in the Toronto office to introducing energy-efficient lighting in Austin, these small changes are making a big impact.

[Read more >](#)



Record Participation in Innovation Challenge

This year's *Innovation Challenge* saw record-breaking participation, with over 150 teams from across the globe submitting their ideas.

[Read more >](#)

An important update

We are proud to announce that the company has reached a significant milestone—surpassing \$500 million in global revenue! This achievement is a testament to the hard work, dedication, and innovation of every employee across our global offices. This marks a new chapter in our growth, and we look forward to building on this success together. Congratulations to everyone for being part of this incredible journey!

More from us



Katie Richards · 8 months ago

Strengthening Our Corporate Culture

Culture is at the heart of our company, that's we work to...

0 0 0



Robert Anderson · 1 year ago

Our Values

Our organization thrives on a foundation built upon core values...

0 0 0



Robert Anderson · 9 months ago

Charting the Course: A Vision for Our Collective Success

Insights from Leadership on the Path Forward and Our Shared Aspirations

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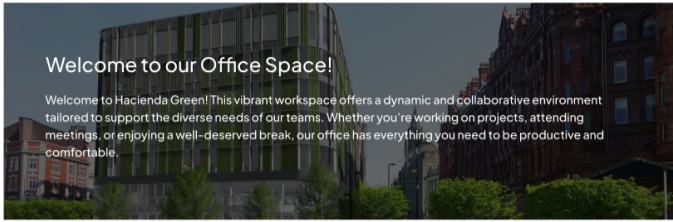
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Last Updated: 9/18/2024, 9:35:41 AM 2 minute read

Our Manchester Office: Hacienda Green

Explore Hacienda Green with us, before even stepping foot in the office!



Welcome to our Office Space!

Welcome to Hacienda Green! This vibrant workspace offers a dynamic and collaborative environment tailored to support the diverse needs of our teams. Whether you're working on projects, attending meetings, or enjoying a well-deserved break, our office has everything you need to be productive and comfortable.

Office Details

Contact 07949 774666	Address 5th Floor, 24 Mount St, Manchester M2 3NX	Office Manager James Ball, Office Manager
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Directions to the Office

Located in the heart of Manchester, our office is easily accessible by various modes of transport:

- By Public Transport:** The nearest tram station is St. Peter's Square just a 2-minute walk from the office. Several tram lines, including the blue line, stop nearby.
- By Car:** For those driving, parking is available at SVG, located adjacent to the building.
- By Bicycle:** Secure bike racks are available onsite for cyclists. We also have nearby bike-sharing stations at [Nearby Street Name].

Location Details

Step inside the Hacienda Green Office, and you'll find a thoughtfully designed space that balances modern professionalism with a welcoming atmosphere. Upon entering, you are greeted by a spacious, open reception area featuring natural light from large windows and sleek, minimalist décor. The front desk is staffed by our friendly administrative team, ready to assist both employees and visitors.

[Visit](#) [Map](#)

Office Features

Our office is designed with employee well-being and productivity in mind. Key features include:

- Collaborative Spaces:** Multiple open-plan areas and meeting rooms equipped with high-tech AV systems.
- Private Workstations:** For focused work, individual and quiet rooms are available.
- Break Areas:** Fully equipped kitchen areas, snack stations, and lounge spaces.
- Conference Facilities:** Spacious rooms with presentation and video conferencing equipment.

History

The office is housed in the historic Hacienda. Named after the Hacienda Night club in Manchester, it has since been modernized into a state-of-the-art workspace. The building retains much of its original charm while seamlessly integrating contemporary facilities to support our evolving business needs.

Get Involved

<h3>Monthly Socials</h3> <p>From happy hours to team-building events, our monthly socials are a great way to connect with colleagues in a relaxed setting.</p> <p>Visit</p>	<h3>Wellness WorkShops</h3> <p>Regularly scheduled wellness sessions, including yoga, mindfulness, and ergonomic training, are offered to enhance both physical and mental health.</p> <p>Visit</p>	<h3>Volunteering Programs</h3> <p>We organize quarterly volunteer events and fundraising drives, allowing employees to give back to the community.</p> <p>Visit</p>
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