

Empowering Employees Leader

We recognize at Versett that as a services business, our employees are our greatest asset. This philosophy has allowed us to build a culture where our people feel supported, encouraged, and empowered to bring their whole selves to the office. It's a place where exceeding expectations is the norm and our employees take great pride in their work. We have seen that if we go above and beyond for our people, they go above and beyond for Versett and for our clients.

Compensation & Salary

The health and happiness of our people is of utmost importance to the growth and success of our company. Financial stress is just one personal burden that we look to alleviate at Versett. We provide a competitive wage within our industry as well as within the regions in which we operate. This makes it easier for our employees to come to work unburdened and able to focus on the task at hand. Paying a living wage is not only socially responsible; it is also good business. It helps keep our employee turnover well below the industry average and reduces the inherent costs of training new hires, both of which can cause undue strain on the broader team and, in turn, on our clients and partners.

Employee Education & Growth

In our industry, things change on a daily basis and there is always a new piece of software, a new process to implement, or a new programming language to pick up. We look for intellectual curiosity in candidates as it is a marker of an infinite learner. A person with this characteristic will not only thrive in an environment of constant change, but will also contribute to the growth and learning of their peers. In order to stay at the leading edge of our industry, we've created a culture where our team is hungry to learn and eager to improve. We're not only on top of current trends; we stay ahead of them. We have developed a world-class internal education system called The Grid which allows us to assess and address learning opportunities for individuals, teams, and the company at large. Through this system, we're able to incentivize learning and control the gaps of expertise within our teams, departments, and company-wide.

HR Practices / Empowerment

When asked what makes Versett special, the most distinctly unique differentiator is that we as a company fundamentally believe that our employees' lives outside of work are more important than the work itself. We believe that if we can provide an enriching, sustainable work environment that allows our teams' relationships and lives outside of work to flourish, then we've created a successful company.

In an industry that often requires long periods of highly focused and intense work, taking routine personal time to unplug and enjoy life is crucial. We have a flexible time off policy which allows all employees to take the time they need, whenever they need it. Whether that means taking an afternoon for a medical appointment or an entire week to spend more time with their children, we wholeheartedly support and encourage our people to take care of themselves first.

In addition, we also provide many different team outings and events throughout the year. Allowing our teams to spend time together forming bonds beyond the pods or working groups that are formed for normal project work is paramount to nurturing a collaborative environment. One such event is Versett Camp, where we bring our entire team together in Banff to spend two days discussing and repointing the strategic direction of the company as a whole. Putting aside client work and getting out to the mountains allows us to freely define where Versett should go in the future. By allowing the entire company to take part – regardless of whether it's a team member's first year or first day, or which department they work in – we encourage each employee to have an impact on where we go next.

Diversity & Inclusivity

As an industry leader it has become evident that we need to do our part in setting and upholding new cultural and societal norms. In 2018, Versett published its first annual Diversity and Inclusion report, which outlined our current status and allowed us to define targets around areas of diversity where we need to improve. In addition to reporting on our own D&I process, we open sourced our research and documentation to help other companies access key information and take action within their organizations. We have also run several workshops internally to help educate our employees on the value and importance of D&I within our company, for our work, and within community at large.