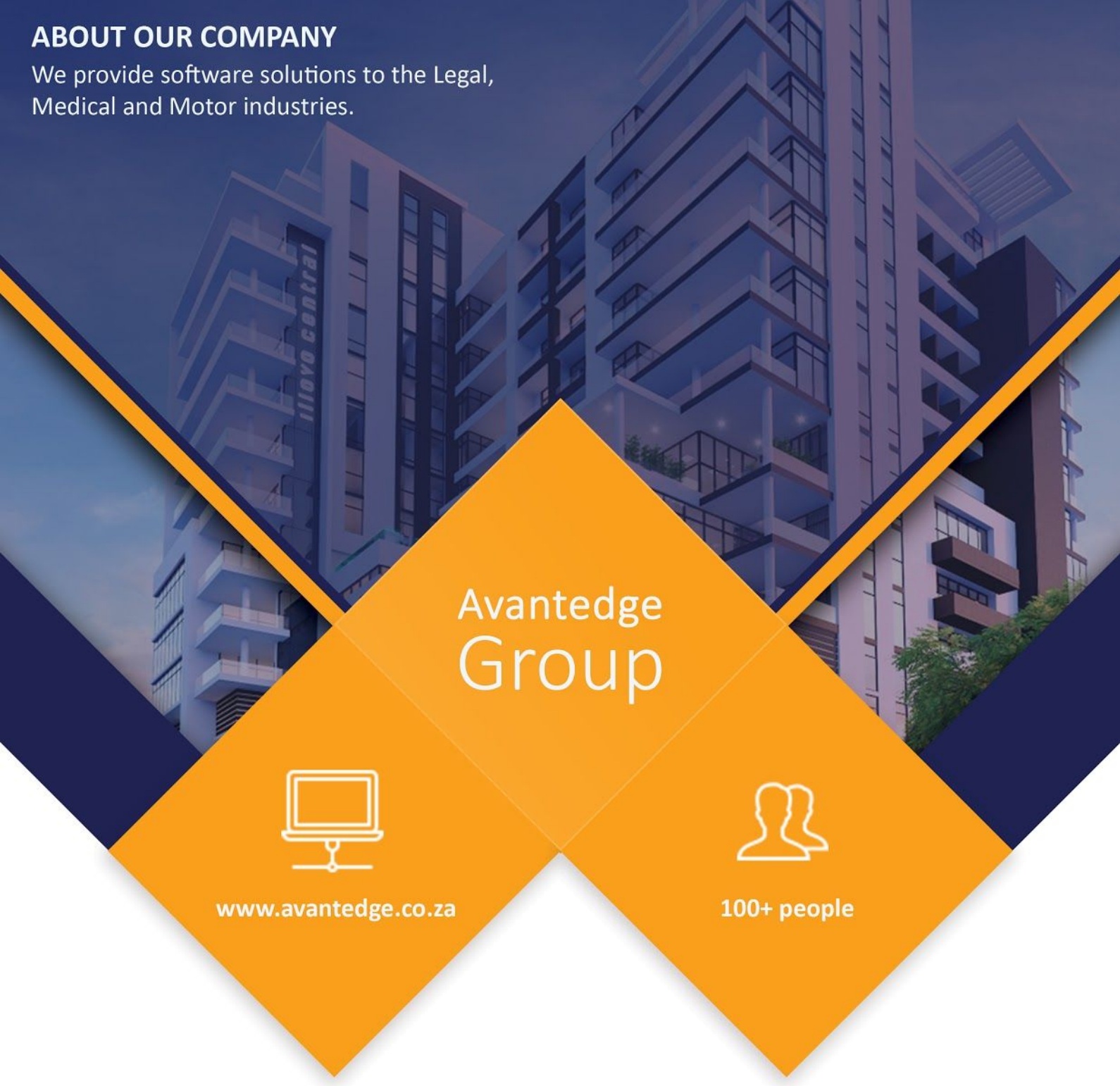
ABOUT OUR COMPANY

We provide software solutions to the Legal, Medical and Motor industries.



Avantedge Group

www.avantedge.co.za

100+ people

avantedge GROUP

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Microsoft Gold Partner

WHAT WE DO

We provide software solutions to the Legal, Medical and Motor industries.

Creating software for specific industries over the past 32 years has ensured that our products are developed with a greater focus on delivering value to the unique requirements of each industry we serve.

We use the **principle of best practice**, both from research and input from our large client base, in developing our software. In this regard, we are **Microsoft Gold Certified Partners in application development and data analytics**.

Use of our software therefore does not merely digitize the business processes but rather enhances the operational efficiencies of the client's business, resulting in their improved profitability.

All software is developed by our in-house Research and Development team.

They ensure that industry standards are maintained and that features are added to Meet the ever-changing requirements of the industries we serve.

Our full- time support center is available to assist our clients in resolving any technical issue that they may experience.

Our offices in Johannesburg and Cape Town, employ in excess of 100 people who are Committed to serve our 13 000 clients.

We remain dedicated to being the market leader through the quality of our products together with the services that we offer.

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Company Values

WHY WORK FOR US

OUR EMPLOYEES ARE EMPOWERED TO:

- Take ownership
- Improve their skills both formally and on the job
- Be autonomous
- Make decisions
- Collaborate through open communication
- Ask when in doubt

WE INNOVATE BY:

- Launching new initiatives
- Thinking outside the box
- Having a "team-first" attitude. Innovation is not a single person task.
- Sharing ideas
- Experimenting and finding innovative solutions

WE STRIVE TO ENSURE QUALITY BY:

- Having stringent quality control
- Taking pride in everything we do
- Living the company culture
- Meeting changing customer needs & demands

WE FOCUS ON OUR CLIENTS BY:

- Creating state of the art products that enhance their businesses
- Delivering quality products and services
- Understanding the industries that they operate in
- Being empathetic and proactive to solve the challenges that they face
- Speaking to them

Our Culture

We focus on PEOPLE by respecting our colleagues and clients. At the Avantedge Group we embrace diversity and recognize individual contributions. We offer career paths that are unique to the individual, encouraging our employees to act individually and co-operate collectively.

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Hiring Process

OUR HIRING PROCESS

We put lots of personal energy into the process of finding the right people with the appropriate skills.

We realize that finding and retaining talent is critical to our success. We put lots of personal energy into the process of finding the right people with the appropriate skills that align with our values.

To achieve this we have developed the following process:

Step One

Telephonic interview with HR and a technical consultant if appropriate.

Step Two

Face to face interview with directors and other appropriate team members which includes:

- An online psychometric assessment.
- A possible technical assessment.

Step Three

- Extend an offer.
- Reference and qualification checks.

Step Four

- Polygraph Test
- Onboarding
- Training

The Perks

New world class office environment.

Financial assistance with qualified training courses like Microsoft certification.

Flexible hours.

Free access to gymnasium.

Easy access to the Gautrain.

Qualify for wholesale prices from the group of companies.

Chill Area.

Good Coffee.

Study Leave.

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Tech
Stack

TECHNOLOGY STACK

We use the following technologies.

Programming Languages	Reporting	Development Environments	Databases	Dev Ops	Business Tools
C#	Crystal Reports	Visual Studio .NET	Microsoft SQL Server	TeamCity	Trello
VB.NET	SQL Server Reporting Services	Eclipse	Microsoft Access	Azure Dev Ops/TFS	Microsoft Excel
ASP.NET		Visual Studio 6.0	**Knowledge of the below is also useful:**	Squirrel	MS Teams
Razor/Web API			mySQl		Microsoft PowerPoint
Classic ASP			postgreSQL		Microsoft Word
Bootstrap			Foxpro/DBF		MS Access
jQuery			Firebird		
CSS					
XML/json					
WCF					
HTML5					
Java / JSP					
VB6					
C++					