We’re Alfa. We’re a fast-growing fintech who bring our mission-critical software to the likes of Mercedes-Benz, Bank of America and CarMax.
We’re Alfa, a leading provider of software and services to the global asset finance industry.

Our purpose-built software platform, Alfa Systems, is at the heart of some of the largest and most innovative companies in the sector, such as Bank of America, Barclays, Mercedes-Benz and Nordea.

Established in 1990 and with over 300 employees worldwide, we are headquartered in London with offices and projects all over Europe, the US and Asia-Pacific. Our US offices are located in, Birmingham, Michigan and Dallas, Texas.

Life at Alfa is rich and varied, with frequent events and social activities, complementing an excellent work-life balance which includes a sponsored volunteering program. Diverse, creative and hardworking, Alfa employees enjoy a highly competitive benefits package and continual support for further training and development. When asked why they like working for Alfa, our team always speaks about the vibrant, supportive and inclusive culture.

We look for people with outstanding talent and achievement, including an excellent academic record. If you can demonstrate this, we’ll teach you everything you need to know.
Many of our roles require client liaison so you are based on-site at the client’s office, but will see you working at an Alfa office for at least one day a week.

Your experience will vary depending on the roles and projects you work on, and you should expect to move between roles frequently in your first few years to ensure a broad base of experience and skills.

We prefer not to send our consultants out to client sites five days a week, 52 weeks a year. We think it’s important that we build close working relationships within our company. Teamwork and information sharing improve our ability to deliver for our customers.
We’re very proud of our inclusive culture, it’s one of the biggest reasons for our success.

Every few months we host a Company Meeting, a great way to catch up with everyone and stay aware of what’s happening around the company. Usually we put on activities and talks throughout the day, then celebrate with food and drinks. Each year, one meeting takes the form of a Hackathon, which creates a huge buzz in the lead-up and gives us even more to talk about afterwards.

Whether you’re in the UK, the US or Australasia, these occasions are always different and fun.

The Company Conference, an event for the whole region held annually at a top hotel, combines talks about the past year and the strategy for the future with fun activities and great food. This prestigious event takes place in a different location each year, most recently in Phoenix, AZ.
Throughout your career, your manager will provide support and advice to help you realize your potential, and be the best you can be.

Our induction program begins in our London office, where you will travel for the first month of training. This induction starts with an action-packed week where you learn all about our company, the industry, our product, the technologies we use, and the way we work. Sessions are delivered by your new colleagues at every level of the organization. It's a great way to meet people.

After week one you'll move away from training in the traditional sense and into a more dynamic learning environment. This is an exciting time where, with plenty of support and further development, you become more comfortable with what we do, and how we do it. In this hands-on phase of induction, you will learn to deliver real business value and have impact, right from day one on the job.

After your initial time in London, you will return to one of our US offices. With a minimum length of six weeks, our workshop phase of induction is different for each career path. We feel this is just the right amount of time for new joiners to get settled in the company, learn all the tools they will need, gain confidence in their abilities, and get excited about the team they will be joining.

We see the induction as the foundation of your career and, once this has been established, how you choose to develop professionally is up to you and your manager. Our Learning and Development team provides a wide-ranging suite of learning opportunities to all employees. Depending on your development objectives, you may decide to come along to one of our bite-sized workshops, attend a conference (such as QCon, JAX or JavaOne), or even get involved in some game-based learning.
1. Junior Software Engineer/Analyst
As a new joiner, you will receive close supervision and training that will give you a firm basis for your future progression. You'll get to grips with developing and configuring Alfa Systems, while building up knowledge of the product, the industry and the way things are done at Alfa.

2. Software Engineer/Consultant
You will be increasingly confident in your role and, in time, involved in discussions with the client or the on-site Alfa team. You'll be able to carry out your role with independence, although some supervision will continue to be provided by more experienced staff. Later on, your experience will be sufficient to let you manage your own work and require less direct supervision. Your functional and technical knowledge will continue to grow throughout your time in this role.

3. Senior Software Engineer/Senior Consultant
You will be able to work with minimal supervision and be actively supervising more junior members of staff. You will have a broad overview of projects and their streams.

4. Development Lead/Architect/Project Manager
As a manager you will have a broad knowledge of Alfa’s products and services and be capable of running a stream of a project. You will be managing external client relationships while managing and developing your team.

5. Senior Managers and Associate Directors
You could be responsible for entire projects, including taking an active role in selling new work. Our senior team combines managing client relationships with defining the company and technical direction.
We want you to achieve your full potential at Alfa, and we make sure that you keep developing new skills and improving those you already have. Regular, two-way feedback is an important part of this. We also want to use everyone’s talents to make Alfa even better, so we make sure we share our ideas on how to improve our company, product and services.

Alfa has held the Investors in People award since 2003, continuing our commitment to staff development. We have achieved Silver status since 2013 and have held the UK Best Companies accreditation since 2007. In more recent years we have been named in TheJobCrowd’s Top 100 Graduate Employers and The Guardian UK300, a list of top employers as voted by students.

Your Performance and Development

Your performance and development process will give you formal feedback about your work and identify training needs. The process lets you know how you are progressing, where you are particularly strong, and where you should be channeling your efforts. They enable you to manage the pace and direction of your own career. You’ll receive an evaluation every six months and your evaluator will usually be the person directly supervising you. Part of every evaluation is the opportunity to comment privately on your work - and your manager - after the meeting takes place.

Communicating Your Views

At Alfa every employee has a voice and an opinion that will be valued from the day you join the company. We’re a growing, global company but we are still a close team whose members engage at all levels. If you have a suggestion, the easiest way to put it to senior management is to reach out to them.

In order to ensure that we hear everyone’s views, we carry out frequent surveys asking for opinions and suggestions on everything from our strategic direction to the office environment. An annual independent survey is also conducted on our behalf by Best Companies.

Ahead of our quarterly Company Meetings, you can submit anonymous questions for the Main Board to answer. Alternatively, you can put across your views in the open Q&A session on the day.
Asset Finance in Brief

Asset finance is a major global industry. Almost any physical asset used by a business or individual can be financed, and the reason it’s so popular is because paying for it in cash can have a big impact on cash flow for a company or individual.

The best example is a finance contract for your car. If you finance a car, you can benefit from driving it without paying for it in full on day one, by making regular payments in return for its use.

Broadly, there are two types: small ticket, in which finance providers usually deal with large volumes of relatively low-cost assets, such as cars, computers and photocopiers; and big ticket, in which there are smaller volumes of high-cost assets, such as aircraft and satellites. There are countless types of finance product available, but most are variants of one of the four fundamental arrangements: finance lease, operating lease, hire purchase and loan.

By providing the best software and consultancy in the market, Alfa helps these companies to run their businesses more efficiently and effectively.

Our Clients

Asset finance is a popular form of lending, so banks are among the major providers; Bank of America or RBS for example.

Many manufacturers, particularly of cars, provide finance to help consumers acquire their products; for example Mercedes-Benz Financial Services and Motability Operations.
“A saying I like to live by is, "If you're not enjoying yourself or improving yourself, you're wasting your time." At Alfa, I've had the pleasure of doing both at the same time.”

Charlie Radford

My Management Information Systems degree from the University of Texas served as a great base for performing well at Alfa. I knew I wanted to do something that leveraged technical skills while also using business and people skills, and implementation consulting has been an avenue to use all of those tools. From working under highly technical individuals in the office, configuring AWS or programming in Java, to traveling to work with clients at their sites on more functional issues, I've had solid opportunities to learn and improve.

Since I've been at Alfa, which is for over a year and a half, I've lived or commuted regularly to five different cities. Seeing different cities has definitely improved my perspective since I hadn't lived anywhere other than Texas before that. The initial training right out of college sent our intake to London for five weeks of Java training. Talk about a shock right out of the gate!

Alfa's work-life balance and social connectivity is what sets apart the company to me. While working in LA, I was the only American in the entire office, which was awesome. The general culture encourages connecting with your coworkers and makes for a pleasant workplace environment. I didn't realize I was going to make lifelong friends at my place of work, but I'm not complaining!
Samantha Rahmani

I found Alfa almost by accident. I studied Chemical Engineering at the University of Michigan, so when I was preparing for the career fair I had made a list of all these big name chemical companies I thought I should work for. I spent hours in line waiting to talk to representatives and at the end of the day as everyone was packing up posters and booths I just wandered around Pierpont Commons until I stumbled upon the Alfa table. I hadn’t planned on applying to a software company, but now I’m very glad I did.

Other than the one semester of coding I was required to take as a freshman in Engineering, I had avoided it whenever possible. I was convinced I was bad at coding, and so I would forever be bad at coding. Since joining Alfa I have been shocked at how much code I have been able to learn in such a short amount of time. The training program at Alfa was intense – three weeks at the headquarters in London, followed by 10 weeks at the Michigan office – but the company sets you up for success and helps you find roles that are challenging and exciting to you. Whether you’re interested in more technical work, functional work, or somewhere in between there’s an opportunity for you somewhere, and a number of people who will help you reach it!

The level of support and guidance I’ve experienced at Alfa is unlike anything I expected. Everyone makes time to answer questions or help you solve a problem. The company values open communication, and I have been as welcomed to chat with the CEO as I would with any peer. I’m encouraged to have a healthy work-life balance. And Alfa understands that hard work should be paired with some fun – company conferences take place every year in great locations, and there are always events and social activities going on in the community.
Josephine Thomas

I graduated from the University of Texas at Austin in 2017 with dual degrees in Finance and Sociology. When looking for career opportunities my senior year, I wanted a job that would let me work with technology and finance while also offering opportunities to work with people. Alfa met all of my requirements and then some.

My roles have enabled me to take on significant responsibility with clients. I work with senior client staff to design their future-state business processes and see first-hand how Alfa fits in with their needs. There are new challenges each day, which keep the work interesting and allow me to learn and improve continuously. There is a highly collaborative environment across projects, which permits me to team up with people all over the world with a variety of expertise and perspectives to find the best solution on an issue.

I particularly enjoy the hackathons and innovation events because I can be creative and experience different technologies outside my day-to-day routine. The absolute best thing about Alfa is the support I receive from those around me. Whether taking on a more challenging role on project, learning a new coding language, or developing new skills, I have encouragement all along the way.

The culture at Alfa is phenomenal. Work-life balance is hard to find in the consulting industry, but it is very important here. The quarterly meetings are a great way to stay connected to the different locations and do fun group activities. The company conferences are always at an interesting location and are some of my favorite experiences at Alfa. Everyone is very friendly so even meeting a new colleague at these events is like bumping into someone you’ve known for ages.

“Being at Alfa has enabled me to explore both technical and business/functional opportunities. The training is rigorous but covers everything you need to succeed at this company. You build development skills from the ground up, which I appreciated coming in without a technical background.”
"I believe that such an energizing atmosphere is rare, and is what makes Alfa an incredible place to work”

Jesse Minchey

I graduated from the University of Texas in 2018 with a degree in Management Information Systems (MIS) and a minor in Creative Writing. The main reason I pursued MIS was because I wanted to be at the intersection of business, technology, and people. This was a major reason I chose Alfa, and the new grad program afforded me plenty of opportunities to learn in all three of these spaces. During training, I came in every day ready to learn new things from excellent teachers. As a consequence, I felt that I had all the tools I needed when training was over. In my case, I went on to work in a small internal team to develop a new testing framework and improving existing ones. It's exciting. The learning never truly stops, and neither do the opportunities to try something new.

There is also something to be said about Alfa's people, which, combined with the size of the company, creates a unique atmosphere. Everyone I've met at the company genuinely puts forth their best effort, and that creates an atmosphere that inspires trust, professionalism, camaraderie, and honesty.
The Way In

What we are looking for

Our Junior Software Engineers and Analysts are academically bright, which means a GPA of 3.2 and above in any degree discipline from a top university. The ability to work in teams and build effective relationships at all levels of the company is essential. You will also need strong interpersonal and communication skills, initiative, and a logical approach to problem solving.

Although the job entails technology and finance, experience in these areas is not a prerequisite. Our training teaches you all you need to know, but your interest in these areas must be genuine. After a brief telephone interview where we learn about you and why you want to work for Alfa, first stage interviews take place with representatives from HR and senior management. If we invite you for a second interview, this will be with two members of the Operational Board.

We’ll let you know as soon as possible whether we are making an offer, then arrange with you which of our intakes is most convenient to start.

How to Apply

If you are interested in becoming a part of the company, apply by emailing us at careersUS@alfasystems.com.
We offer the following benefits:

- Competitive graduate starting salary, reviewed every six months
- 24 days’ vacation plus 9 holiday days a year
- Health, dental and vision insurance
- 401k scheme matching at 100% of the first 6% contributed
- Enhanced maternity, paternity and adoption leave with family-friendly policies
- Salary supplement when working outside home office location
- Life, disability and worldwide travel insurance
- Interest-free loan
- Volunteering days
- Great social events calendar and annual Company Conference
- Membership of professional bodies

As you progress in the company you will also have the chance to benefit directly from our success. You’ll be rewarded for loyalty and performance with these benefits:

- Profit-related pay (eligibility after 18 months)
- Company car allowance
- Additional vacation allowance
- Share scheme
Alfa