



SoftTech's people manifesto



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Why do we need a manifesto?

While I thought about penning this document, I felt that there could not be a better title than a manifesto. A manifesto in a sense is a public declaration of our intent; it's what we believe in and practice everyday.



“Imagination, Action and Joy are the building blocks of our entrepreneurial culture”

Imagination, action and joy



Imagination, Action and Joy are the building blocks of our entrepreneurial culture, something we have treasured ever since we started. We take a people-centric approach to running our business which includes diversity, work-life balance and alignment to changing expectations

We have been innovating for years now. We are proud of our family of path-breaking software in structural engineering, e-governance, construction engineering and e-learning. Do take a look at the Products Section for a tour on our innovative products in each of these verticals.

We are award winners



SoftTech recently won the coveted Manthan South Asia Award in 2010 in the e-governance category. We have won several such awards year after year. This represents our panache for surpassing ourselves each time and every time.

SoftTech is able to deliver leading-edge solutions consistently to our clients by bringing together highly talented people in a creative, collaborative environment. It is this environment that makes daily challenges enjoyable and rewarding and is one of the reasons why SoftTech is a great place to work.



Interesting work brings people to SoftTech. Variety, teamwork and growth keep people engaged as they build their careers. We provide a work environment that is conducive to holistic personal growth. A career here translates into continual opportunities to expand on what you can do as we help clients become high-performance businesses and governments. Working at SoftTech is fun and a mutually enriching experience.

Here, you are more than just another employee in just another large, faceless organization. SoftTech recognizes you as a person with skills, needs, and aspirations. At SoftTech, your talents are honed, your achievements recognized, and your contributions valued. At SoftTech we believe in delivering outstanding technology-based products and solutions with Imagination, Action, and Joy.

Learning and Development



Our approach to learning, as in everything else, is practitioner-led. At SoftTech, associates are tutored and mentored by some of the finest minds in the industry. We provide ample opportunities for learning and growth. Our approach addresses core issues of concern to most IT professionals, including transitioning to mid-level positions; life after 40 for an IT professional; and work-life balance. Learning at SoftTech is learner-centric, aligned to business goals and customer needs.

We identify emerging technologies and methodologies through diligent partner programs which we then adopt using a combination of skill acquisition, skill partnering, and re-skilling initiatives. We work very closely with our technology partners Microsoft and AutoDesk. We encourage our team members to learn the latest developments released by them and adopt them in our products.

Teamwork and collaboration



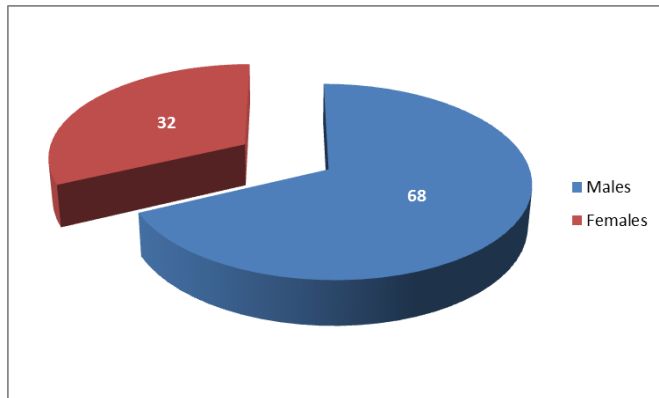
At SoftTech, you can work with people from a wide range of cultural, educational and geographic backgrounds— people who are able to challenge conventional thought, offer unique perspectives and generate innovative ideas.

You can enjoy sharing information and exchanging knowledge with these people. Together, you can experience the satisfaction of finding innovative ways to enable clients to reach their goals and achieve high performance

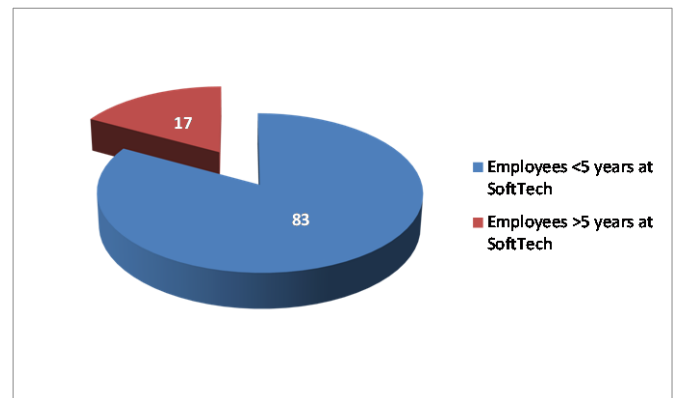
Whether your team works at the individual client, country or global level, you will find colleagues who share your ambitions and achievements. Very often, your workmates turn into lifelong friends.

Diversity at Softtech

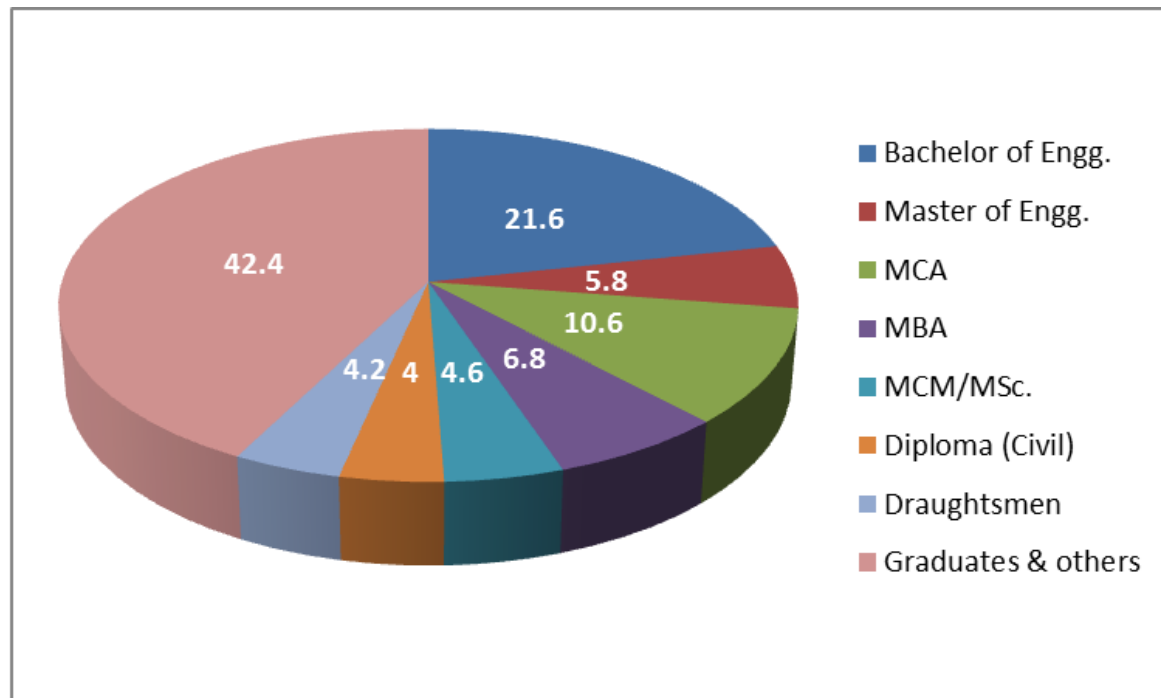
32 % of our associates are women



Many of our associates have invested > 5 years



A wide spectrum of talent



Core values

At SoftTech, we are driven by our core values.

Client Value Creation: Improving our clients' business performance, creating long-term, win-win relationships and focusing on execution excellence.

Integrity: Inspiring trust by taking responsibility, acting ethically, and encouraging honest and open conversations.

Respect for the Individual: Valuing diversity, ensuring an interesting and inclusive environment, and treating people as we would like to be treated ourselves.

A socially responsible company

At SoftTech we to contribute generously to charitable trust taking care of differently abled children and cancer patients. We donate computers and other study materials to schools run by NGOs for needy children. Our team members contribute to the society by providing food and clothes during natural calamities and disasters like fire.

Our commitment to people

It is my continued commitment to make SoftTech one of the most exciting places to work in. I am also committed to see that talent at SoftTech is honed, respected and energized. It is people who have got us where we are and will take us where we want to go in our journey to excellence.

If it excites you to join hands with SoftTech in our journey to the next level, do write to me directly at ceo@softTech-engr.com telling me about your aspirations and capabilities. I am listening.



Vijay Gupta

Chairman & CEO

January 20, 2011